

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re Patent Application of:
David J. Thomsen

Application No.: 10/806,044

Confirmation No.: 9996

Filed: March 22, 2004

Art Unit: 2161

For: SYSTEM AND METHOD FOR PROVIDING
OCCUPATIONAL INFORMATION

Examiner: C. L. Daye

Declaration of David J. Thomsen Under 37 C.F.R. § 1.131

Commissioner for Patents
P.O. Box 1450
Alexandria, VA 22313-1450

Sir:

I, David J. Thomsen, declare and state that:

1. I am the sole inventor of the invention described and claimed in U.S. Patent Application No. 10/806,044, filed March 22, 2004, which claims priority to 60/456,838, filed March 21, 2003. This declaration establishes invention in this country prior to February 24, 2003, which is the filing date of U.S. Published Patent Application No. 20040172311 A1 ("Kauderer"), and also prior to September 26, 2002, which is the filing date of U.S. Publication Patent Application No. 20040064390 A1 ("Pullen").

2. I conceived of the invention in the United States, as recited in currently presented claims 3 and 10-12, prior to September 26, 2002. My conception and diligence in reducing the invention to practice is corroborated by a document entitled "Methodology: The enhanced Dictionary of Occupational Titles software and databases" (attached to this Declaration as Exhibit A), which was generated on July 26, 2002. The Methodology document describes the development timeline for the software embodying the invention ("eDot"), and notes a planned demonstration to the Social Security

Administration on September 18, 2002 and beta release of the software in October 2002.

3. My diligence is further corroborated by a document entitled "ERI Update: Volume 58" dated July 2002 (attached to this declaration as Exhibit B). The document describes the preparation for an October 2002 release of eDot under my direction. The document also includes an Order Sheet that allowed customers to purchase the CD-ROM version of the eDOT software or to pre-order the "LAN edition" (Exhibit B, page 3).

4. My reduction to practice is corroborated by the Declaration of Kevin Eskew submitted herewith, describing the implementation of the eDOT website questionnaire no later than August 16, 2002. Kevin Eskew has been an employee of my company since 1999, and under my direction in 2002 he implemented an online questionnaire to gather large amounts of quality, defensible data about specific job descriptions for use on my company's website. My reduction to practice is corroborated by a screenshot of a SQL Query Analyzer showing data that was received from the submission of an eDot website questionnaire for the position of Applications Programmer Analyst on September 4, 2002 (attached to this declaration as Exhibit C).

5. My reduction to practice is corroborated by the Declaration of Mary Barros-Bailey submitted herewith, describing the demonstration of the eDot software to the Social Security Administration on September 18, 2002, and a non-disclosure agreement executed by Mary Barros-Bailey prior to the demonstration (attached to the Declaration of Mary Barros-Bailey as Exhibit 1).

6. My reduction to practice is also corroborated by a photocopy of the October 2002 CD-ROM (attached to this Declaration as Exhibit G) and screenshots of the eDOT software from the October 2002 CD-ROM (attached to this Declaration as Exhibit F). As shown in the directory listing of the October 2002 CD-ROM (Exhibit F, page 1), the eDOT executable file ("EDot.exe") has a "Date Modified" date of September 20, 2002. This date reflects the date that the eDOT software executable

was transferred to the CD-ROM for the October 2002 release. The CD-ROM version of the eDOT software also included a hyperlink to a questionnaire on the eDOT website. (See Exhibit F, pages 4-11, where the hyperlink "Questionnaire" is found in the lower right corner). Selecting the hyperlink redirected the user to a corresponding questionnaire on the eDot website.

7. My reduction to practice is further corroborated by information in an archived version of my company's web site (www.erieri.com), which was obtained using the Internet Archive (www.web.archive.org) and is dated October 17, 2002 (attached to this Declaration as Exhibit D). The archived version of my company's web site announces the availability of a beta version of the eDot software embodying the invention. My reduction to practice of the invention is further corroborated by a document entitled "ERI Update: Volume 60" dated January 2003 (attached to this Declaration as Exhibit E). This document describes a beta version of the e-DOT product.

8. More specifically, I conceived of a system and method that included providing and collecting information associated with a collection of occupational information including a collection of occupational titles and data measures for each of the occupational titles in the collection (see, e.g., Declaration of Mary Barros-Bailey; Declaration of Kevin Eskew, Exhibit A pages 4-5, Exhibit C page 1, Exhibit D, Exhibit E page 3, ¶ 2, Exhibit F, pages 3-5), providing a publicly available web site for users of occupational information, wherein the publicly available web site allows the users of occupational information to access information associated with the collection of occupational information and to contribute information used to update the collection of occupational information (see, e.g., Declaration of Mary Barros-Bailey, Declaration of Kevin Eskew, Exhibit A, page 10, "ERI's 2002 eDOT Development Process"; Exhibit C page 1, Exhibit E page 4, "Job Analysis and Field Audits"); providing access to information recently contributed via the publicly available web site, wherein the recently contributed information includes information contributed using questionnaire

forms accessible from the publicly available web site (see, e.g., Declaration of Mary Barros-Bailey, Declaration of Kevin Eskew, Exhibit A, page 8, ¶ 6—page 9, ¶ 3; Exhibit E page 4-5, "The ERI eDOT Project" Flow Chart); and updating the collection of occupational information based on receiving a submission of a questionnaire form accessed from the publicly available web site and at least partially completed, wherein the updating includes either (a) adding a new occupational title and the one or more associated data measures to the collection of occupational information or (b) modifying data measures associated with an occupational title that already exists in the collection of occupational information (see, e.g., Declaration of Mary Barros-Bailey, Declaration of Kevin Eskew, Exhibit A page 7, paragraph 4, page 8, ¶ 6—page 9, ¶ 3; Exhibit C page 1, Exhibit E pages 4-5).

9. The system and method that I conceived of and that was actually reduced to practice prior to September 26, 2002, further included, for example:

- maintaining a collection of occupational information including descriptions of specific occupations (see, e.g., Declaration of Mary Barros-Bailey, Declaration of Kevin Eskew, Exhibit A, page 4; pages 6-7, "eDOT's attributes"; Exhibit C page 1, Exhibit E page 3, ¶ 2, Exhibit F pages 3-5);
- providing end users with access to the collection of occupational information, including providing access to a questionnaire for receiving input from a user of the collection, wherein the questionnaire is for association with a specified occupation for which information is maintained in the collection of occupational information, and wherein the questionnaire is a structured job analysis questionnaire configured to obtain worker measures for the specified occupation (see, e.g., Declaration of Mary Barros-Bailey, Declaration of Kevin Eskew, Exhibit A, page 8, ¶ 6—page 9, ¶ 3; Exhibit E page 4, "The ERI eDOT Project" Flow Chart, Exhibit F pages 6-12, Exhibit I, Exhibit J pages 2-8); and
- receiving the questionnaire from the end user; analyzing the information in the received questionnaire; providing the user with results of the analysis of the

questionnaire; and updating the collection of occupational information to include information extracted from the questionnaire (see, e.g., Declaration of Mary Barros-Bailey, Declaration of Kevin Eskew, Exhibit A, page 8, ¶ 6—page 9, ¶ 3; Exhibit C page, Exhibit E pages 4-5, Exhibit F pages 6-12, Exhibit I, Exhibit J page 8).

10. After conceiving of this invention, from prior to September 26, 2002, I pursued it diligently and reduced the invention to practice by at least one or more of the following acts: implementing and testing the invention (e.g., Declaration of Kevin Eskew, Exhibits A, B, C, F, G, J, I), demonstrating the invention to representatives from the Social Security Administration on September 18, 2002 (e.g., Declaration of Mary Barros-Bailey, Exhibits A and 1), and releasing to the public a beta version of a software product embodying the invention on a CD-ROM, the software last modified on September 20, 2002 and released to the public in October 2002 (e.g., Exhibits D, E).

11. My implementation of the beta version of the software product is corroborated by the screenshot of a SQL Query Analyzer in Exhibit C. The screenshot depicts data that was received from the submission of a questionnaire for the position of Applications Programmer Analyst on September 4, 2002 (Exhibit C "title" and "studydate"). My implementation of the beta version of the software product is further corroborated by information in an archived version of my company's web page (www.erieri.com), dated October 17, 2002 (Exhibit D). The archived web page indicates that a beta version of eDot was publicly available as of 10/1/2002.

12. I further declare that all statements made herein of my own knowledge are true and that all statements made on information or belief are believed to be true; and further, that the statements are made with the knowledge that the making of willful or false statements or the like is punishable by fine or imprisonment or both under Section 1001 of Title 18 of the United States Code and may jeopardize the validity of any patent issuing from this patent application.

Dated this 3rd day of November, 2008

A handwritten signature in black ink, appearing to read "David J. Thomsen", written over a horizontal line.

David J. Thomsen

Correspondence Address:

Customer No. 25096

Perkins Coie LLP

P.O. Box 1247

Seattle, Washington 98111-1247

(206) 359-8000

Exhibit A

Methodology

The enhanced Dictionary of Occupational Titles software and databases

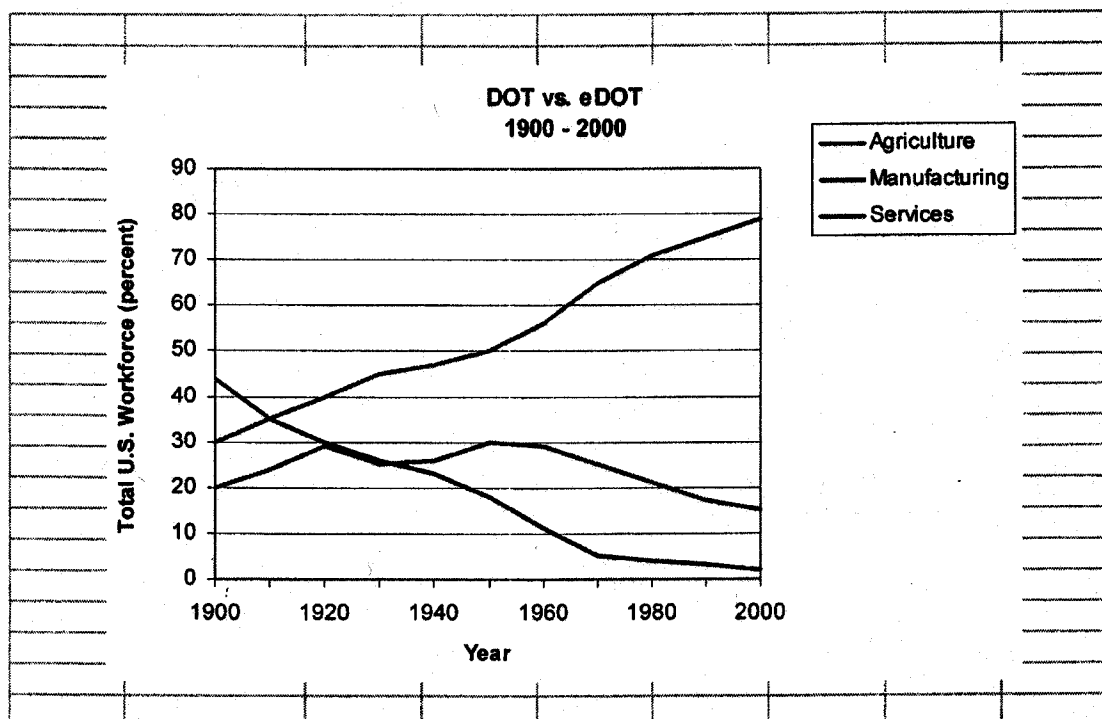
ERI Economic Research Institute serves over 10,000 corporate subscribers in a role that was once filled (internally) by corporate statisticians, operations researchers, industrial engineers, compensation analysts, and similar middle level management support positions that have largely disappeared from Human Resources Departments. At its simplest, ERI collects all available salary and cost of living surveys and data and prepares reports and software analyses by which managers may make decisions. *ERI is an outsource of compensation and benefits research.*

An initial draft of the methodology for ERI's Platform Library's, eDOT, (the enhanced Dictionary of Occupational Titles) software and databases follows (as of: 07/26/02)

**Background: eDOT's Career Transition Focus
Data Files & Measures
Planned Screens
Those Who Might Use the eDOT
June – September 2002 Development Process**

Background: Career Transition Focus

When ERI released the first **Salary Assessor** in 1987, it was thought that the U.S. Dictionary of Occupational Titles descriptions could greatly assist in creating the format for draft position descriptions. What was found was that the search criteria (positions common enough to be found in 3 or more salary surveys) created thousands of positions not found in the DOT. Over 80% of **Salary Assessor's** initial jobs were not found among the DOT's 12,000 titles! By the time it had concluded that the DOT was too outdated to use, ERI had adopted its analysis techniques and attributes (SVP, GOE, etc.) and continue to use them today. The graph below illustrates (in less than a thousand words) why the DOT misses the mark today and why the U.S. Government has created an alternative, the O*Net.



(The DOT was created in the labor rich days of the Great Depression; its first full printed release was in 1939.) Today, the DOT has been abandoned by the U.S. Government and replaced by a job family approach, the O*Net. The defense of the O*Net is most often an unknowledgeable attack on the DOT: 1) it was created for a workplace that has disappeared, 2) 12,000 positions exist because writers were paid on the merit system for the #'s of descriptions written, 3) it is too costly to maintain, 4) the modern workplace is filled with interchangeable tasks (fluid positions), etc.

Not said is that the O*Net, with approximately 1,000 positions, uses job families which are too general to be useful for "career changers" or managers, is focused on the college student/new entrant who can suffice with "accountant or auditor" rather than "cost", "budget" with industry knowledge, was created by a panel of political appointees, and is politically correct (O*Net does not measure 190 words a minute in reading, it asks whether reading is required). The DOT's 66 analysis measures have been replaced by 632, but none of them is the GOE "career interest" which goes to the core of rehabilitation and career changing analyses. (Another example: the DOT can tell you if the job requires lifting 50 pounds and point analysts to "lesser" jobs that require lifting of 20 pounds. O*Net has 24 measures of strength: "explosive", etc. but cannot definitively tell one if the job requires lifting of 50 pounds.)

ERI's military analogy is that the U.S. Government assessed the Polish plain and invasion of German tanks and rather than developing attack helicopters (which it could have in this technologically rich age), gathered its cavalry horses together and consolidated them in front of a new O*Net chariot. It is true that college graduates do not need to consider the difference between cost, tax, budget, forensic, or other accountants and that the general occupation of "accountants and auditors" can suffice for those seeking general information. It is also true that industry specialization and experience within a job (and the related differences in earnings, performance, etc.) is not much interest to Career Entrants. It is not true for those who fight specific battles within mountain passes or ravines, those special niche applications of job measures that require knowledge of specific positions can ever be served well by the new O*Net.

In October of 2002, ERI is releasing a modified version of its **Salary Assessor** code in the creation of the "eDOT" (a combination of the old DOT and ERI's **Salary and Executive Compensation Assessor** position descriptions and attributes). We do so because of requests from subscribers and users; the following list illustrates the "niches" left un-served by the new O*Net.

Compensation and Human Resource Planning

- Assessor Series Subscribers
- ERI Distance Learning Center Continuing Education

Career Transition Assessment

- Corporate Managers
- Career Counselors
- Libraries of all Types
- Military to Civilian Transition Professionals
- Employment & Training Specialists
- Outplacement Professionals
- Recruiters and Job Placement Specialists
- College Career Centers
- Human Resources and ADA Compliance
- Corrections and Work Release Officers

Rehabilitation and Transferrable Skills Assessment

- Social Security (U.S.) Disability Analysts
- Rehabilitation Specialists
- Corporate Outplacement
- Compensation Job Analysts
- Case Managers and Nurses
- Attorneys
- Forensic Economists
- Vocational Professionals
- Insurance Company Disability Claims Managers
- Psychologists and Mental Health Professionals
- Expert Witnesses (satisfying a Daubert Challenge)
- Immigration Attorneys

Disability Wage Assessment Library

- Those required by regulation to utilize U.S. Government data
- Audit of other data, including **Assessor Series** use for one survey illustrating a "rate of error" for meeting of Daubert Challenges. The Salary Assessor shows standard error of salary estimates, the eDOT reports standard error of populations (job availability).

ERI Position Description Crosswalk

- Everyone

Career Changers or the professionals who assist them are not well served by the O*Net. ERI has, by design of the **Executive Compensation and Salary Assessors**, been inadvertently updating the DOT. As of October 2002, ERI is now doing this in a more formal way. As some

professionals already say, "ERI is now the DOT" (and we have little fear, outside of blatant theft, that anyone would care to recreate the 15 years of writing new descriptions and analyzing those jobs and compete against ERI's new eDOT).

The eDOT is, however, far more than just an extract of **Assessor** position descriptions. The foundation for transition analyses is the analysis of attributes, worker characteristics, skills, and competencies. Skill words are presented from the *1991 Revised Handbook for Analyzing Jobs* to detail the common skills associated with each WORK field assigned to the selected occupation. Occupations are taken from the text of the U.S. *Occupational Outlook Handbook* (2002-2003) textbook (though not used, only crosswalked).

Data Files

- Complete 1991 U.S. *Dictionary of Occupational Titles* (DOT) job descriptions, titles, & codes with the addition of over 3,000 new position descriptions added by ERI (and edits)
- Companion DOT volume, *Selected Characteristics of Occupations*
- Occupational Information Network (O*NET) crosswalks
- Alternate military and civilian titles (more than 53,000), including U.K., U.N. and Canadian job title variations
- Worker characteristics information for all occupations: General Educational Development (GED), Specific Vocational Preparation (SVP), Strength, Physical Demands, Working Environmental Conditions, Aptitudes, and Work Characteristics (66 in all)
- Industry crosswalk among DOT, PBA, SIC, and NAIC codes (2002 edition)
- Position content crosswalk among, DOT (10 digit), Guide for Occupational Exploration (GOE); Classification of Instructional Programs (CIP); Occupational Outlook Handbook (2000-2001); WORK fields; Material, Product, Subject Matter & Services (MPSMS); O*NET Codes, Occupational Group Arrangement (OGA); and Data-People-Things (DPT) - Worker Functions, etc.
- Position Title Crosswalk among U.S. DOT, revised ERI eDOT, U.S. SOC (2), Canadian SOC (2), U.K. SOC (2), UN/Europe ISCO, and historic OES, U.S. Census, etc. (eDOT is a U.S. collection of descriptions; ERI's UK/EU editions of its Assessor Series utilize descriptions unique to those areas (and are not the same as the eDOT descriptions))
- Job Availability statistics OES 1996 - 2002
- Major Employers (with more than 100 employees) U.S. Government
- Occupational reference text with photos: Occupational Outlook Handbook

Measures

DOT CODE CHARACTERISTICS

Occupational Group
Work Group
Data
People
Things
Reasoning
Math
Language
SVP
Strength
GOE

WORKER CHARACTERISTICS

General Learning Ability
Verbal Aptitude
Numerical Aptitude
Spatial Aptitude
Form Perception
Clerical Perception
Motor Coordination
Finger Dexterity
Manual Dexterity
Eye-Hand-Foot Coordination
Color Discrimination
Directing, controlling, or planning activities of others
Performing Repetitive or short cycle work
Influencing people in their opinions, attitudes, & judgments
Performing a Variety of duties
Expressing Personal feelings
Working Alone or apart in physical isolation from others
Performing effectively under stress
Attaining precise set limits, tolerances, and standards
Working Under specific Instructions
Dealing with people
Making Judgments and decisions

PHYSICAL DEMAND & ENVIRONMENTAL CONDITIONS

Climbing
Balancing
Stooping
Kneeling
Crouching
Crawling
Reaching
Handling
Fingering
Feeling
Talking
Hearing
Tasting/Smelling
Near Acuity
Far Acuity
Depth Perception
Accommodation
Color Vision
Field of Vision
Exposure to Weather
Extreme Cold
Extreme Heat
Wet and/or Humid
Noise Intensity Level
Vibration
Atmospheric Conditions
Injury from moving parts
Exposure to Electrical Injury
Exposure to injury from fall
Exposure to radiation
Injury from explosive

Exposure to Toxic Chemical
Other environmental conditions

Screens

enhanced Dictionary of Occupational Titles with six tabs (initial draft for SSA ... see the attached eDOT.pdf)

Job Attributes Previous Jobs (II and III) Assessment – Preliminary Alternative Jobs Job Availability

Supporting Datasets & Programs

From the **View** menu within the enhanced Dictionary of Occupational Titles

- o **Lost Wage Analyses**
- o **Position (53,000) Title Crosswalk**
- o **OES Salary and Population Surveys 1996 - 2002**
- o **U.S. Census Populations 1990 & 2000**
- o **NCS Wage Surveys 1995 – 2002**
- o **Original DOT (1991 edition - without edits)**

eDOT (and the original DOT) is designed for use by professionals and administrators and focuses on "career changers." Abandoned by the U.S. Government, its replacement, O*Net, is designed for school-to-work entrants. For those starting their careers, ERI recommends the latter and

☐ **U.S. Occupational Outlook Handbook, 2002-03 Edition**

Note the Career Entrance versus Career Change goals of O*Net and eDOT/DOT. College students may not find the eDOT of use/interest. Those who might use the eDOT (below) will never find the O*Net of much use.

eDOT's attributes:

- o Editor for creating job descriptions in seconds
- o Explore careers by interest, job titles, or skills and attributes
- o Discover whether jobs of interest likely exist in an area
- o Review skills and competencies needed in over 15,000 jobs
- o Compare U.S. Government salary survey data to that from privately conducted surveys for over 53,000 job titles (with Assessor subscriptions)
- o Search for jobs by attributes, skills, attributes, industry, etc. including Boolean combinations and key words within titles or descriptions.

- Crosswalk of position titles and codes for UK SOC (2), Canada SOC (2) and NOC, U.S. codes (10, including OES, O*Net, SOC), and European Union ISCO.
- Analyze job/employment availability utilizing OES job family populations (by 633 geographical areas)
- Analyze likelihood of job availability using available Census and SESA unemployment data from UK, Europe, Canada, and the U.S. (to be added)
- Can be utilized with a speech screen reader and screen magnification program for disabled subscribers.
- eDot has the power to be balanced with ease of use; teaching staff and counselors for those who tend not to have high level computer skills
- crosswalked to the O*Net, allows one to apply the strength of both.

Subscribers Include:

- Government subscribers to Assessors include the IRS National Appeals Office (a subscriber since 1989), the CIA (Assessors approved at the Senate Oversight Committee level), etc.
- 10,000 ERI subscribers (typically organizations with 500 or more employees and that have multiple branch office locations).

Search Methods:

- Key words in Titles
- Key words or phrases in Descriptions
- DOT Code (or any of 20+ other Codes, including UK, UN, and Canadian)
- Industry (Salary Assessor's over 2,000 NAIC groupings and sub groupings)
- Interests (GOE)
- Occupational and Work Groups (1st 6 DOT digits)
- Data-People-Things Work Functions (DPT)
- Work Field
- Materials, Products, Subject Matter and/or Services Category (MPSMS)
- Job Availability
- Earnings Level (U.S. data only), but all U.S., Canada, U.K., and Europe should subscriptions to the Geographic and Salary Assessor be present
- Education, including CIP, degree, and U.S. college #s granted

Full or partial U.S., Canadian, and U.K. military titles

Validation via Job Analysis

ERI utilizes the input from its over 10,000 subscribers who periodically (meaning daily for ERI) review the assigned attributes and descriptions of the eDOT via the Internet or **ERI's Platform Library** CD-ROM. ERI posts new positions and their evaluations as they are created. Subscribers also request that new jobs are added to the eDOT. Analyses steps include:

- ☐ Jobs are added to the eDOT (and **Assessors**) at www.eri.com/edot after numerous requests and/or whenever the analysis of private salary surveys by ERI salary survey researchers finds a position not now in the eDOT (but which is reported upon by 3 or more surveys).
- ☐ ERI job analysts review posted and requested jobs utilizing the original DOT analysis measures and analysis approach. ERI researchers represent some 200 years of job analyses experience and have a stated goal of analyzing 500 new positions a year. Additionally, ERI researchers are reviewing original DOT

descriptions, including both traits and tasks, with a goal of 1,500 reviews per year. This "cleanup" of the original DOT has been ongoing since 1987.

- ☐ Senior ERI Research Directors review the work of ERI analysts, including the published correlation and standard error when compared to historic DOT evaluations.
- ☐ Subscriber Field Approvals: ERI subscribers review posted analyses and email comments. Every Thursday morning, ERI subscribers review Assessor products, applications, and analyses.
- ☐ Approved descriptions are added to the eDOT. Correlations and/or standard errors of added jobs measures are posted for future experts/court's review.

Since it is impossible for ERI's analysts to review every new job in the field, it must rely upon its subscribers' who oversees these jobs (the typical ERI subscriber manages compensation in an organization with more than 500 employees and that has multiple branch offices). To meet a Daubert Challenge, eDOT stores the attribute correlations and/or standard errors in a sub-directory always available to a subscriber. Date of Last Update, as in the original DOT, indicates existences of these analyses and revisions and is found in the body of all General Descriptions.

A Note Regarding Daubert

In 1975 the U.S. Congress passed a Rule of Evidence 702 so that a threshold standard for admission "that an expert by knowledge, skill, experience, training, or education may testify in the form of opinion or otherwise." Evidence must be relevant and reliable. For the latter, a four part test exists: 1) it can be illustrated that it can be tested, 2) the data has been subjected to peer review and publication, 3) there is a known or potential rate of error, and 4) there is a level of general acceptance in a particular discipline's community. ERI's **Salary Assessor** that collects and analyzes (combines) data from various salary surveys in an area, faces the dilemma that the calculation of "rate of error" is the square root of a denominator with a known "n", the population of the sample. Since salary surveys completed by different firms often survey the same organizations and never report the exact jobs that make up a survey result, ERI double and triple (and quadruple, etc.) counts when it combines survey results. It can (and does) argue that as an "n" increases, the fraction decreases in size (as the denominator increases) and displays at least one of the non-copyrighted survey sources reported error and populations. For example:

Compensation and Human Resource Planning allows one to pull up any job description, edit it (putting in company names, deleting text, adding text, etc.) to create a quick position description for corporate use.

Other Uses

Compensation and Human Resource Planning allows one to pull up any job description, edit it (putting in company names, deleting text, adding text, etc.) to create a quick position description for corporate use.

Career Transition Planning utilizes a questionnaire to more fully understand a user/s situation, analyzes unused or desired worker attributes or interests, and then prepares a report that

illustrates the career opportunities, the additional education or training necessary, potential earnings, probable job availability, and possible major employers.

Rehabilitation Transferrable Skills Assessment – Post Disability Career Planning also utilizes a questionnaire to more fully understand a user/s situation, analyzes reduced work capabilities, and then prepares a report that illustrates the career opportunities, the additional education or training necessary, potential earnings, probable job availability, and possible major employers.

Rehabilitation Transferrable Skills Assessment – Lost Wage Analyses utilizes accompanying Salary and Geographic Assessor subscriptions to analyze both pre and post career earnings (analyses differ by cause: injury/disability, death, wrongful termination, pregnancy, etc.).

U.S. Government Disability Wage Assessment Library is made available because although U.S. Government data is either low (OES utilizes O*Net/SOC job families) or high (such as when GA Letter 2-98 requires the 67th percentile), this data is often required in submissions by Regulation.

ERI October Introduction of an eDOT

HISTORY: The DOT was first developed in the 1930s as a tool for providing standardized occupational information to support job placement activities. There have been 4 editions and 2 supplements to the DOT with the most recent completed in 1991. This document has been used extensively by professionals in vocational rehabilitation, social security, unions, courts, professional trade associations and others.

The most recent (current) version does not reflect the 2002 economy. Numerous 'high-tech' positions are missing particularly in the information sciences, software and telecommunications (wireless) specializations. Additionally, the job descriptions are 'dated' and rarely reflect the current tools used to accomplish occupational requirements.

Over 2,000 jobs have been created, analyzed and coded by ERI.

The DOT replacement by the Federal government is O*NET which is a job family approach. Although O*NET used KSA's (knowledge, skills and abilities) as well as GWA's and work context, the generic job family approach is too broad to satisfy the needs of most vocational coaches. O*NET plans to "to gather data on 200-300 occupations each year, with the goal of replenishing the database every five years". Even so, it does not ask or analyze the specific measures of the DOT.

Information in O*NET is available for about 950 occupations with a focus on job family rather than position specific. Each occupational title and code is based on the most current version (1999) of the Standard Occupational Classification system.

O*NET claims to be utilized by businesses and human resources professionals for:

- Developing job descriptions,
- Recruitment activities to 'expand the pool of quality candidates',
- Define employee and/or job-specific success factors.
- Align organizational development with workplace needs.
- Design competitive compensation and promotion systems.

O*NET isn't able to satisfy the needs of many practitioners. Consequently, there is an enormous population that relies heavily on the DOT with enhancements from ERI's position pool. More than once, because ERI's Salary Assessor has been updating and adding positions since 1987 using the DOT format, we hear, "ERI will be the DOT of the future".

Consequently, in the Summer of 2002, ERI undertook breaking out the Salary Assessor positions and combining them with the original DOT (while cleaning up the DOT) to produce an eDOT edition.

ERI's 2002 eDOT Development Process

Phase 1: Map eDOT positions (over 2,200 have been added since DOT's last update in 1991) to DOT.

- Change the codes to match DOT numerical scheme (some had been arbitrary),
- Evaluate new positions according to the DOT worker traits index,
- Position descriptions need to be review for thoroughness and relevancy.

Participants (aka ERI Committee): Marv, Beth, Pat, Andrew, Linda, Jennifer, etc.

Strategy: Led by Marv, this process has been initiated including:

- 5 reviewers for all matches for both coding and classification.
- Preliminary evaluations have occurred ... completed in June of 2002.

Phase 2: All position descriptions need to be reviewed and modified/edited as need be. This is an ongoing project that has been in motion since 1987. To assure complete matching with the old DOT format:

- About 3,000 position descriptions need to be reviewed for currency, accuracy and thoroughness.
- Additional to date position descriptions can be extracted from various sources on the internet including:
 - Monster.com
 - Dice.com
 - Hotjobs.com
 - And other links .. completed in July of 2002

Phase 3: Attribute 66 attributes to all new jobs (estimating these measures using regression techniques and reporting their error rate) predicting the general DOT traits created by the previous Phases analyses.:

- These work measures are described above and are used to log values in any transferable skills analyses.
- Program screens for use of the eDOT descriptions by rehabilitation and other professionals:
 - Identify present job
 - And capture attributes of past jobs
 - Input job measures as to worker characteristics (pre-post)
 - Identify jobs with transferable skills and national salary entry rates
 - Assess job availability within a particular Geographic area

Datasets: OES 2002 data, 2000 U.S. Census, ERI Geographic and Salary Assessors.
This work completed by the end of August 2002

Phase 4: Produce a beta eDOT edition for ERI's Platform Library and its October 2002 edition. Have this application ready for a U.S. Social Security Administration review on September 18th, 2002.

Note from the U.S. Social Security Administration re. the eDOT.

> -----Original Message-----

> From: Karman, Sylvia E.ssa.gov

> Sent: Thursday, July 25, 2002 6:04 PM

> To: 'beth_blosten@erieri.com'

> Cc: Roth, Shirleen; Fireison, Cara

> Subject: FW: Attached

>

> Beth,

>

> First, regarding our visit:

We have made travel plans to meet with ERI in Seattle (Redmond) on

> September 18. We'll be staying at the Bellevue Hyatt, arriving the afternoon of

> September 17. We do not leave until the morning of September 19, so we

> can meet with you nearly anytime on the 18th. Among the SSA contingent

> will be myself, Shirleen Roth and Cara Fireison. Both Shirleen and Cara are

> policy analysts on our Vocational Policy Team. A member of the Interorganizational
O*NET Taskforce (IOTF), Mary Barros-Bailey, will also meet us at ERI on

> the

> 18th. She is a vocational rehabilitation expert.

>

> Second, regarding the attachments:

>

> When we came across ERI's product, eDOT, we were interested in the fact

> that

> ERI was (plans on) updating current DOT job titles, winnowing out

> obsolete

> titles, and adding new, emerging jobs--all using the same information

> format

> as the DOT. We are reviewing ERI's e-DOT as a possible interim resource

> for

> our adjudicators to use while we work with DOL and IOTF to develop a new

> occupational database. As such, if an interim resource is a possibility

> for

> us (legally and pragmatically), we would need the resource to resemble

> the

- > existing DOT as much as possible--be a plug-in resource, so to speak.
- > Therefore, an enhanced DOT would need to contain information on new
- > occupations that parallel the data already found in the DOT for other
- > occupations. This way we would not need to change our process until a
- > new
- > database is created.
- >
- > Currently, we have a project underway (referred in one of the many
- > documents
- > I sent) to develop methodology to identify, validate and calibrate the
- > requirements of work and the human (physical/mental) demands needed to
- > perform them. Therefore, although we have a fairly good idea what they
- > might be, we haven't done the empirical work to identify, validate or
- > calibrate them (determine the measured scales and thresholds) as yet.
- > We
- > also need to work with Department of Labor (DOL) and the
- > Interorganizational
- > O*NET Taskforce (IOTF) on methods for identifying the skill level of
- > jobs.
- > Bottomline: we have a lot of work ahead.
- >
- > All that said, we found the prototype eDOT screens very interesting.
- > When
- > we come out to visit ERI in September, a demonstration of the screens
- > would
- > be helpful for us. We'll have lots of questions formulated by then.
- > One
- > concern I might mention is that SSA has not allowed its adjudicators to
- > use
- > automated data programs to perform transferability of skills assessments
- > or
- > to make a determination about a disability case. Historically, SSA's
- > concern has been that the adjudicator should not use a "black box" or
- > automated program to produce a decision. We understand that the
- > attached
- > screens are not intended to be applied that way. I just need to convey
- > SSA's longtime aversion to allowing adjudicators to use automated
- > programs.
- > However, given that nearly all data are reported electronically now, I
- > imagine that SSA's concerns can be accommodated so that adjudicators can
- > use
- > the data and still perform the necessary analysis of all the information
- > relevant to a case to render a decision.
- >
- > Finally, regarding the platform library CD that you sent me:
- >

- > Shirleen Roth will probably call you while I'm on vacation (7/26-8/12)
- > for
- > some help with the platform and eDOT. Also, we will set up a conference
- > call with you so that you can talk to Shirleen, Cara and me and help us
- > work
- > with the eDOT on the platform. We're aiming for the afternoon of
- > August
- > 20. If that's a problem, just let me know. We'll find a better day.
- >
- > Anyway. I'll be back in the office on August 12. Talk with you later
- > in
- > August!
- >
- > Sylvia Karman
- > 410-965-7693
- >
- >

Disclaimer

This data is provided "as-is" and ERI makes no warranty, either expressed or implied, including but not limited to, warranties of correctness and fitness for a particular purpose. In no event will ERI be liable for any indirect, special, consequential or other damages however caused.

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Re-sale of Assessor Series or Reference Series data is prohibited. Posting of **Assessor Series** data or results on the Internet is also prohibited.

Some rough ideas for part of the story board re edot. Not sure how good we are going to do in predicting the factors which were just audited, So wanted to add the Factor Comparison Technique to story board. Use if you thing it will add anything to story board.

I am working on regression of dot & goe number to predict
 data
 people
 things
 math
 reasoning
 language
 svp
 physical

- 1) Complete data and people today. Value for people not as good as data.
- 2) Not able to use onet wages as a variable. Too many jobs in dot do not cross walk to an available national wage reported by onet/soc.

Marv

=====

Thoughts for story board.

1) "Each ERI job was place in it appropriate dot category (1st 3 digits of the dot number) in accordance with the definitions contained in the 1991 edition of the dictionary of occupational titles".

2) "Each ERI was place in the appropriate GOE (Guidance for Occupational Exploration) in accordance with the definitions contained in the xxxxxxxxxxxxxxxxxxxxxxxxxxxx.

3) Based on the 3 digit dot codes and the goe codes, eight multiple regression studies were conducted.

4) The purpose of each study was to statistically capture the relationship among the jobs contained in the 1991 DOT.

For example, Regression Study 1 captured the statistical relationship between the 3 digit dot code, the GOE code and the respective jobs data code.

The mathematical relationship resulting for the study of existing jobs in the 1991 DOT was then applied to the Job Descriptions written by ERI.

5) This process resulted in a estimated rating for the "data" factor for each ERI job. The correlation value and the standard error for each of the 8 studies is listed below.

TABLE		
Factor	correlation	standard error.
data	xxxxxxx	xxxxxxx
people	xxxxxxx	xxxxxxx
thing	xxxxxxx	xxxxxx
math	xxxxxx	xxxxx
reasoning		
language		
svp		
physical		

6) After the estimated (predicted values) were calculated for the ERI jobs via the multiple regression equations, ERI analysts reviewed the each ERI job on a factor by factor basis.

7) The review technique used by ERI analyst was the Factor Comparison Technique. Both the ERI jobs and jobs from the 1991 DOT were listed for each factor and grouped by the first 3 digits of the DOT code. Analyst reviewed the predicted rating for each ERI job to comparable jobs from the 1991 DOT. Based on this review adjustments were made to the ERI code assignment

where the predicted values was not fully consistent comparable established jobs in the 1991 DOT.

For the data factor xxxx of xxxx ERI jobs had and adjustment as a result of the factor comparison.
For the people factor, xxxx of xxxx ERI jobs had and adjustment as a results of the factor comparison process.
etc.

As such, it would be ERI opinion the standard errors stated above over state the true standard errors of the ERI factor ratings as further improvements have been made to the accuracy of the ERI rating through the Factor Comparison Technique employed by ERI analysts.

Thus it would be safe to assume the standard error rating of each factor would never exceed and would most likely be less than those stated in the above table.

Exhibit B



ERI UPDATE

Quarterly Notes For ERI Subscribers

Training New Analysts

Two years ago the AICPA (American Institute of Certified Professional Accountants) asked that ERI (via their Affinity Program) develop 75 compensation & benefit courses specifically designed for a CPA wishing to become proficient in pay practice consulting. The result is that ERI Economic Research Institute:

- 1) is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor on its National Registry
- 2) has an educational site at www.eridlc.com
- 3) and offers all these courses **FREE of CHARGE!**

Course:
01: Preparing to be an Expert Witness

Instructions
Learning Objectives
Study Guide
Contents
Exhibits/References
Online Textbook
Index
Glossary
Interactive Exercises
Final Exam
Evaluation
Certificate
Exit Course

Last Revised: 05/2002
© 2000 - 2002
ERI Economic Research Institute

Send Feedback:
01 hr 10 min
29 sec

Congratulations! You have completed Course 01: Preparing to be an Expert Witness.

You should now be able to:

- Establish guidelines for preparing to serve as an expert witness
- Explain how to limit one's testimony to the question rendered
- Identify common pitfalls and issues that may trip up an expert witness
- Provide answers to complex and trick questions often heard in court

If you would like to test your mastery of this material, please proceed to the final exam.

If you have taken this course as a management or university training exercise and need to report your completion of the reading and correct answering of the memory jogger questions, please enter your supervisors or instructor's email address here:

(e-mail: eridlc@yourOrg.com)

End Only **Begin Final Exam**

Review available and planned courses at www.eridlc.com

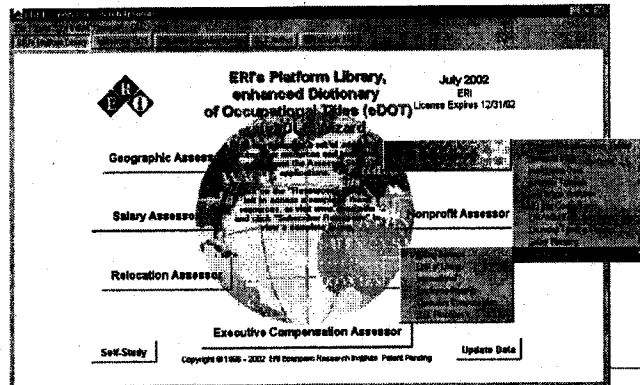
This means:

- ERI subscribers can use ERI DLC to train new analysts (in the spare time that some have as they begin to learn their trade) at no cost.
- Each course consists of 20 - 30 pages of prose and exercises. Before one can leave a course page, a "memory jogger" question must be answered correctly. Assign a course to a new hire. On the last page of the course the new analyst can enter your e-mail address to automatically notify you that the course material has been completed.
- If you teach college level compensation & benefit courses, ERI DLC courses are excellent homework assignments!

Consultants, CPAs, and lawyers pay a final exam test fee of just \$19 (after they take a course) should they wish to receive CE/CPE/CLE credits. SHRM's PHR/SPHR recertification credits also apply.

A New Platform Look

Over a dozen ERI researchers are busy working on an enhanced Dictionary of Occupational Titles (now that the U.S. Government has



forever trashed the DOT text in favor of the O*Net). ERI's version will incorporate ERI's Platform Position Crosswalk, the old DOT, over 3,000 new jobs found in the Salary and Executive Assessors, the U.S. Census and NCS data, and UK and European job descriptions and codes. Preparing for October 2002, we have simplified the Platform "look." Free raw data and sources are to be found under "Resources." Note that the map changes color for Salary and Geographic Assessor subscribers, indicating whether the North American edition or the UK/European edition is active (or both).

Assessor Additions for July 2002

Executive Compensation Assessor subscribers can look for the expanded revenue range to \$30 billion. Other subscribers should look for the addition of 400 new cities/areas to ERI's databases.

2003 Salary Increase Planning

After September 11th, major consulting firms led a stampede in their shared agreement that organizations had immediately decreased their 2002 salary increase plans from ~4.0% to ~3.0%. ERI's late 2002 merit increase survey of its subscribers (our November survey had 1,652 organizations*, most other surveys had far fewer) found only a 0.1% (point 1) decrease.

Interestingly, we believe that the variance was the *reporting methodology* (other firms reported a simple average of companies; ERI reported a weighted average adjusting for population). You can participate in ERI's 2003 Planning Survey at our web site (on the top bar). Survey results will be free to participants. Beware of simple averages.

COMPENSATION RELATIONS 2003

North America (United States) indicated by:

*First Name: _____
*Last Name: _____
*Company Name: _____
*E-mail: _____
*Country: (Select State) _____

ERI Account Number: _____

1. What were your organization's 2002 salary structure movements?

general employees: _____ %
professional staff: _____ %
management: _____ %

2. What were your 2002 merit increase plans?

general employees: _____ %
professional staff: _____ %
management: _____ %

*Survey report: www.eridlc.com/freedata/Surveys/MeritIncrease/2002/surveyreport.pdf

RESEARCH NOTES

Assessor Training

Don't forget that ERI offers in-depth, free weekly Assessor Series training sessions called Conference Call Symposiums. Typically, the first half hour of every Thursday's chat is filled with helpful hints on Assessor usage, while the latter half answers the difficult, and often very interesting, analyses questions. Sign up for these Symposiums on our website at www.eri.com (under Subscriber Resources)

CONFERENCE CALL SYMPOSIUMS

Below is a list of the conference calls that have been scheduled for the month of May.

May's Scheduled Conference Calls:

Date	Time	Topic
04/24/02	8:00 AM - 9:00 AM	Geographic Assessor - Details
04/25/02	8:00 AM - 9:00 AM	Dictionary of Occupational Titles - Details
04/26/02	8:00 AM - 9:00 AM	Salary Assessor - Details
04/27/02	8:00 AM - 9:00 AM	Geographic Assessor - Details

NEXT MONTH'S SCHEDULED CALLS >>>
<<< PREVIOUS MONTH'S SCHEDULED CALLS

Every few months a 5th Thursday occurs, and ERI likes to take advantage of the "bonus" Thursday to discuss new product research. May 30th was spent discussing the ongoing research associated with ERI's new enhanced Dictionary of Occupational Titles (eDOT). August 29th will be dedicated to the research related to the UK/EU data in the Salary and Geographic Assessor.

Early Increase Estimates for 2003

US
 Wage 3.8%
 Salary 3.9%
 Management 4.0%

Canada
 Wage 3.5%
 Salary 3.6%
 Management 3.8%

UK
 Wage 4.3%
 Salary 4.6%
 Management 4.8%

Euro Countries
 Wage 4.8%
 Salary 5.1%
 Management 5.4%

As of 5/30/02, see www.eri.com 2003 Planning Survey; numbers will change as data is collected.

July 2002

Unemployment

At the time of this writing the present labor market has not caught up with the seemingly rosy health of the U.S. economy. For many, the recession continues as job availability has not matched sales and profit growth.

ERI expects unemployment rates to fall, putting further pressure on wage and salary levels.

Original Data Value

Series ID: L7321000000
 Seasonally Adjusted
 Series Title: UNEMP. RATE - Civilian Labor Force
 Sex: N/A
 Race: N/A
 Ethnicity: N/A
 Age: 16 Years And Older (null)
 Status: Civilian Labor Force (null)
 Class of Worker: N/A
 Industry: N/A
 Occupation: N/A

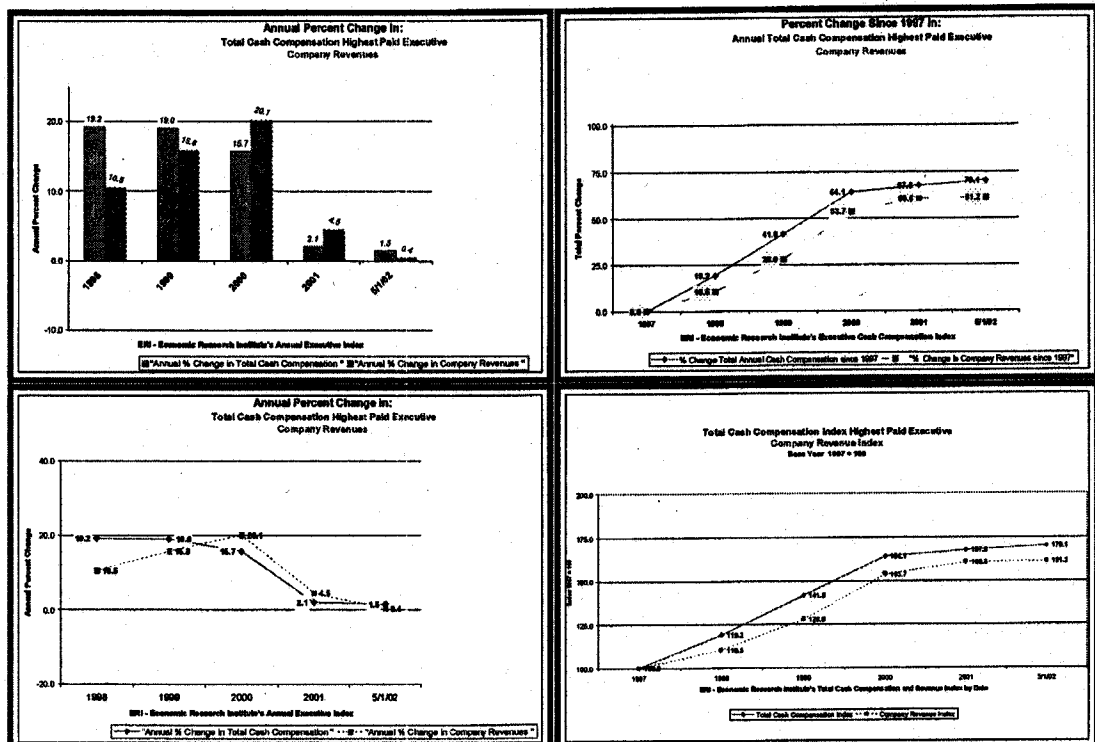
Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual
1992	7.3	7.4	7.4	7.4	7.5	7.7	7.6	7.6	7.6	7.3	7.4	7.4	
1994	6.6	6.6	6.5	6.4	6.1	6.1	6.1	6.0	5.9	5.8	5.6	5.5	
1996	5.8	5.5	5.5	5.6	5.6	5.3	5.5	5.1	5.2	5.2	5.4	5.4	
1998	4.6	4.8	4.7	4.4	4.4	4.5	4.8	4.5	4.5	4.5	4.4	4.4	
2000	4.0	4.1	4.0	3.9	4.1	4.0	4.1	4.1	4.0	3.9	4.0	4.0	
2002	5.8	5.5	5.7	6.0									

Renew Your Subscription Early

If you are a subscriber and have not yet renewed your subscription for next year, a Year 2003 renewal offer accompanies this ERI Update. To conserve postage and packaging, ERI sends out the following year's subscription renewal with the last two quarterly releases of the preceding subscription year. Payments received before October 2002 will be at price levels unchanged since 1998.

Executive Compensation

It has been widely reported that executive pay is decreasing in 2002. April/May proxy analyses indicate that this may not be true as can be seen below:



ERI PRODUCT ORDER SHEET

www.erierrl.com
800.627.3697

ASSESSOR SERIES™ software databases (annual subscriptions, updated quarterly)

- ☐ **Salary Assessor® ERISA** Annual subscription \$789 (UK edition £289). \$ _____
- ☐ **Relocation Assessor® ERIRA** Annual subscription \$789. \$ _____
- ☐ **Geographic Assessor® ERIGA** Annual subscription \$789 (UK edition £289). \$ _____
- ☐ **Executive Compensation Assessor™ ERIXA** Annual subscription \$2,289. \$ _____
- ☐ **Benefit and Compensation Administration Assessor® ERIBA** Complimentary.
- ☐ **ERI's Platform Library™ and DLC Wizard™ ERIPL** Complimentary.

REFERENCE SERIES Single, annual hard-copy editions

- ☐ **Geographic Reference Report 2002** \$389. \$ _____
- ☐ **International Reference Report 2002** \$389. \$ _____
- ☐ **Enhanced Dictionary of Occupational Titles (eDOT) 2002** \$389 (hard copy) \$ _____
 CD-ROM \$49 LAN edition \$89 (release date Oct 2002)

PRODUCT SUITE SERIES

- ☐ **Full Analyst's Series FAS** Single User License: \$1,889. \$ _____
 Annual subscription (four quarterly updates) to **ERISA, ERIRA, ERIGA**
- ☐ **Complete Consultant's Series CCS** Single User License: \$2,889. \$ _____
 Annual subscription (four quarterly updates) to **ERISA, ERIRA, ERIGA, ERIXA**
 (with UK & European editions as available)

LAN ASSESSOR SUBSCRIPTIONS

- ☐ **Single Local Area Assessor Series Network Subscription** with # of users = _____ \$ _____
 Additional 75% for a LAN license. Add 50% for each additional LAN user above 2.

DISTANCE LEARNING CENTER All ERI courses are delivered exclusively via the Internet. Courses are free. An administrative fee of \$19 per test is required via a credit card on-line at www.erierrl.com for those seeking CPE, CE, PHR, SPHR, or CLE continuing education credit(s).

Subscriber Annual Web-Based Content Access Fee: \$19.08 \$ _____
 (if UK £13.08)

Downloads are available via the Internet
www.erierrl.com

Sales to states of WA and CA add applicable Sales Tax \$ _____
 Sales Tax applies only to Reference Series hard-copy reports

- ☐ Credit Card below
- ☐ Payment Enclosed

International orders:
 Foreign duties and taxes are the subscriber's responsibility.

TOTAL \$ _____

Your Name: _____ Title: _____

Organization: _____

Address: _____

Tel: _____ Fax: _____ E-Mail: _____

Credit Card Type: _____ Credit Card #: _____ Exp. Date: _____
 (Visa/AmericanExpress/MasterCard)

Purchase Order Number (or Credit Card Signature): _____

8575 - 164th Avenue NE, Suite 100 ♦ Redmond, Washington 98052 USA ♦ tel 800.627.3697 ♦ fax 800.753.4415
www.erierrl.com ♦ info@erierrl.com ♦ US EIN 33-0356443

INSTALLATION GUIDELINES

NEW SUBSCRIBERS: ORDER/INSTALL ERI'S SOFTWARE FROM THE INTERNET

For those who have access to the Internet, Assessor Series applications (ERIGA, ERISA, ERIRA, ERISA-UK/EU, ERIGA-UK/EU, and eDOT) may be purchased, downloaded and installed from www.eri-ri.com.

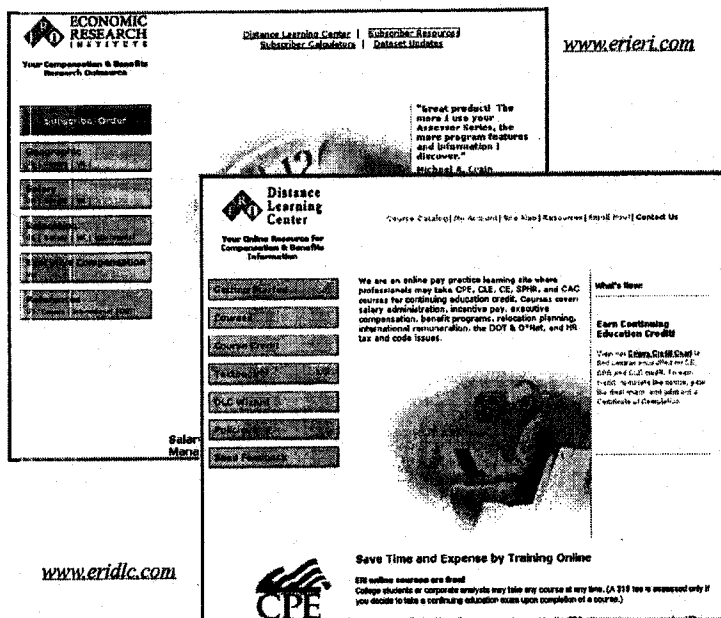
1. From ERI's home page (left-hand side, top) click "Subscribe/Order."
2. Complete the required information and follow the instructions to download and install the applications.

ERI's Platform Library & DLC Wizard may also be downloaded and installed from the Internet (at no charge).

1. On the left-hand side of ERI's web site, click "Subscribe/Order."
2. Complete the required information and follow the instructions to download and install the applications.

NEW SUBSCRIBERS: ORDER AND INSTALL ERI'S SOFTWARE FROM A CD-ROM

1. Run ERI's Platform Library & DLC Wizard CD-ROM (see related instructions below).
2. Select **To Install | Order & Install Latest Assessors from this CD**.
3. Complete the Order Form; select the products and the number of subscriptions you would like to purchase.
4. Scroll to the end of the Order Form and click the "Phone Orders - Install from CD-ROM" button.
5. Follow the instructions as they appear on your screen.



CURRENT SUBSCRIBERS: UPDATE ERI'S SOFTWARE FROM CD-ROM

1. Run ERI's Platform Library & DLC Wizard CD-ROM (see related instructions).
2. You will be automatically prompted to update the Assessor Series software and databases to the new quarterly release. Follow the instructions as they appear on your screen. Unless you change PCs during a year, you need to enter a License Code only once.

CURRENT SUBSCRIBERS: UPDATE SOFTWARE FROM THE INTERNET

1. Go to www.eri-ri.com.
2. Click "Dataset Updates."
3. Scroll down the screen and click on the Assessor Series product you would like to download, install and update.
4. Follow the instructions as they appear on your screen.

(Please note: It is not necessary to run an installation using a license code each quarter. If you have installed using a license code during the current subscription year at least once, then you may utilize the "automatic update" for all of the following quarters.)

HOW TO RUN ERI'S PLATFORM LIBRARY & DLC WIZARD CD-ROM

1. Check the date printed on the front of the CD-ROM to make sure that it is for the most recent quarter.
2. Place the CD-ROM in your CD-ROM drive and shut the drive door.
3. The CD-ROM should auto-run. (Approximately 5 seconds after you close the drive door; the CD-ROM drive light should start to blink and you should hear the CD-ROM running. After another 5 - 10 seconds, you should see the Platform Library beginning to load on your computer screen.)

If after 30 seconds the CD-ROM does not auto-run, please contact your organization's internal technical support department. Something may be wrong with your CD-ROM drive or the device drivers. Try to run the CD-ROM on another computer or try using the following secondary procedure:

1. Click the Windows Start button.
2. Click Run.
3. Type d:\eri.exe (assuming that d:\ is your CD-ROM drive — type a different drive letter if necessary).
4. Click the OK button.

GENERAL INSTALLATION INFORMATION

ERI's software applications are designed to run on Windows 98, NT, 2000, ME and XP. Each quarter, a CD-ROM is mailed to subscribers from which all software applications may be installed. In addition, all software applications may be downloaded and installed from the Internet. For more information on installation options, please select **Help | Topic Search** from any of ERI's software applications and search for related topics using the keyword "installation," or visit ERI's on-line Technical Support at www.eri-ri.com/techsupport/. (See "Subscriber Resources")

Better yet, sign up for a Thursday morning one-hour telephone conference symposium at www.eri-ri.com/symposiums/ConferenceCalls.

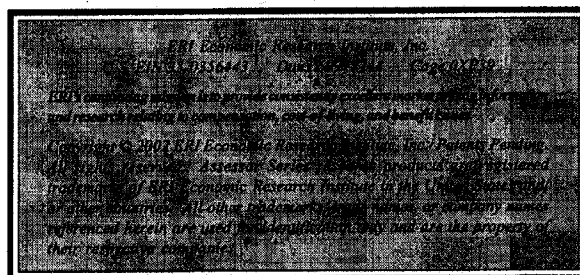


Exhibit C

SQL Query Analyzer - [Query - sqlserver2.master.johnson - Untitled1*]
File Edit Query Tools Window Help

select top 100 source, eri, title, studydate from paq..paqe where source not in ('m', '91', '23', 'PQ', 'T', 'a', 'I', 'E') and studydate is not null
order by studydate

Object Browser
sqlserver2(johnson)
sqlserver2
AffiliateAccess
Benchmark_Title_Editor
BTA
Common
Employers
ERI
GEO_Surveys
Housing
ImportStaging
IRS_BNF
JobBoard
master
medb
PAQ
Surveys
tempdb
Common Objects
Configuration Functions
Cursor Functions
Date and Time Functions
Mathematical Functions
Aggregate Functions
Metadata Functions
Security Functions
String Functions
System Functions
System Statistical Functions
Text and Image Functions
Rowset
System Data Types

Grids Messages
Query batch completed.

Objects Templates

source eri title
1 3 4027 graphic designer
2 3 29288 Applications Programmer Analyst

studydate
2001-04-01 00:00:00
2002-09-04 00:00:00

sqlserver2 (8.0) johnson (90) master 0:00:10 100 rows In 1, Col 121
Connections: 1 NUM 88%

citrix
Inbox - Microsoft Outlook

Exhibit D



[View Items](#) | [Checkout](#)

ERI's Platform Library, enhanced Dictionary of Occupational Titles, and DLC Wizard

Order Online

Order by Mail/Fax

Order by Phone

1.800.627.3697

Salary Assessor

Relocation Assessor

Executive

Compensation Assessor

Geographic Assessor

Reference Reports

Full Analyst's

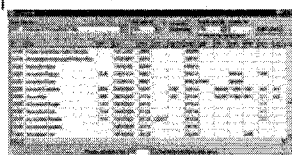
Complete Consultant's

ERI's Platform Library,
enhanced Dictionary of
Occupational Titles, and
DLC Wizard

ERI's Platform Library™ was created as a Windows platform from which all / Series® software might be more effectively run (execution and disk speeds enhanced). It contains ERI's enhanced occupation titles and the DLC Wizard

The DLC Wizard allows CPAs, attorneys, agents, corporate analysts, and stu ERI Distance Learning Center courses within a program "framework" that al runs and accesses course related programs, references, and materials more

"e-DOT", enhanced Dictionary of Occupational Titles

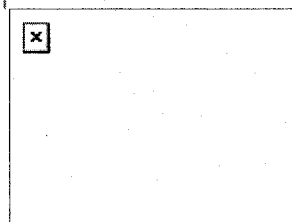


The U.S. Department of Labor last published its Di Occupational Titles in 1977 with over 12,000 posit described (a minor update was released in 1991). releases are planned as O*Net and its SOC codes the "DOT" in its entirety. ERI is presently maintair DOT descriptions, along with specific functions (S\ our knowledge, we are the only organization in the world assisting rehabilita counselors, forensic economists, immigration attorneys, and a host of other that have come to rely upon the DOT. We know of no other Firm with job ar validating job functions, levels, and demands.

ERI's new "e-DOT" combines the prose of this discontinued U.S. edition with descriptions developed from over 2,000 salary surveys along with consensu US, Canadian, Europe, UK, and UN job descriptions. e-DOT crosswalks with nomenclature, UN, UK and European codes and their Canadian and U.S. col (using over 54,000 position titles). ERI's Platform Library combines the form ~3,000 new position descriptions written by ERI researchers as "consensus" descriptions. In total, over 15,000 position descriptions are now available. C needs to "start from scratch" in writing job descriptions; just import these a descriptions into whatever word processor you use. Use the crosswalk of 54 find the closest comparable positions.

The e-DOT is available as a software application only. A beta version of the available as of 10/1/2002.

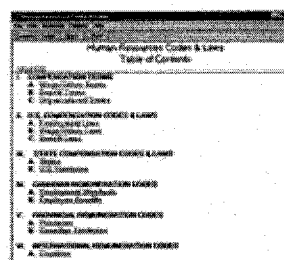
The DLC Wizard



The DLC Wizard is a virtual picture frame that sun Platform Library and every ERI Distance Learning ("DLC") course. It automatically accesses seven Ir PC based resources and analyses unique to that co creating a unique learning experience. The DLC W It frees students from system problems by loading programs and reference URLs while they are takin part of any course. (Patent Pending, as are submi: CPE, CE, and MCLE continuing education credits in the U.S., Canada, and th courses may be taken without use of the Wizard.)

ERI's Platform Library also includes 5 non-copyrighted datasets that can be compensation & benefits management. ERI has collected this data for intere Resource professionals (CD-ROM drive & Windows required). Complimentar include:

Compensation & Benefits Tax Code & Laws



etc.? Now it's possible to review these and thousands of other Tax Codes that specifically affect compensation & benefits. Also, now that states are allowed ERISA with legislation that affects employee medical benefits, you may need with the latest in multi-state codes that affect COBRA, enrollment, and other forms. There is no longer the need to send someone to the library to research issues. The answers are just two "clicks away" in this compendium created by a compensation and benefits manager. See the Wall Street Journal's link to

[illegible]

within that city and then extract the workforce composition (White Non Hispanic, Asian, North American Indian, Hispanic, Male, Female, etc.) that existed on date and/or a projected date. Subscribers will be able to combine this review reviews of housing and other cost-of-living issues and labor market rates, e within that selected area(s) using the Assessor Series. (Census 2000 data is available.)

[illegible]

complete to the extreme (stock options, imputed values, perquisites, deferr compensation, along with easily read tables of direct cash compensation, bc salaries). ERI researchers examine these proxies and extract direct compen for ~ 2,000 industries. This data is used for Executive Compensation Assess You may retrieve these proxies and 10-Ks yourself, along with extracted ap Save yourself hours of time using ERI's retrieval programs.

The Comparables Listing software provides instantaneous financial averages the Internet, profiling the closest publicly traded corporations within a speci (SIC/PBA/NAIC), geographic (zip code) area, size dimension (assets or reve year (any year 1994 to the present). Customized financial norms with 10-K: interest to Investment Managers, Litigation Consultants, Board of Directors, Forensic Economists, as well as Compensation Managers and Consultants. (. from ERI's Platform Library for Complete Consultant Series subscribers.)

<http://web.archive.org/web/20021017070916/erieri.com/index.cfm?FuseAction=Platform...> 10/31/2008

System Requirements:

Disk Space: 390MB

RAM: 32MB

Processor Speed: 300Mhz

O/S: Windows 98, 2000, NT, ME and XP

Enhanced Dictionary of Occupational Titles (eDOT)

Price: \$89.00

Add to Cart

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Exhibit E



ERI UPDATE

Quarterly Notes For ERI Subscribers

ERI's Platform Library

With the development of the **enhanced Dictionary of Occupational Titles**, we have created a job title list of 100,000 position names (made possible by the 2000 U.S. Census collection of common occupational titles). To make this large file (and many other crosswalks) available on the CD-ROM, we have expanded our websites to include the new sites noted at the right, accessible directly from the January 2003 **ERI's Platform Library** (should an Internet connection be active).

www.eridlc.com - ERI now offers SHRM HRCI recertification credits

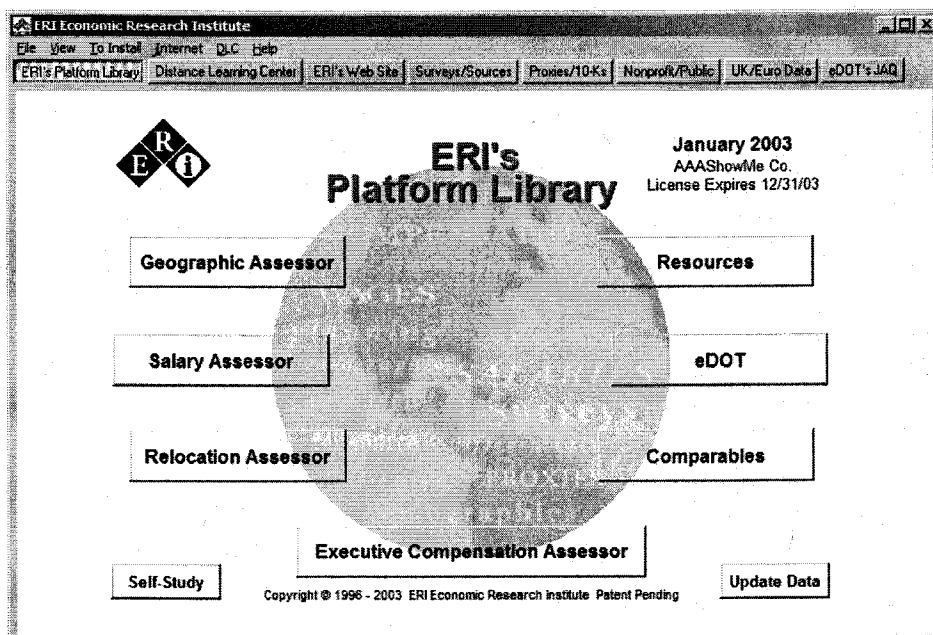
www.erieri.com - Home page - all free data is available from this site

www.eri-salary-survey.com - 2003 Salary Planning Survey

www.erieri.uk.co - British and European **Assessor Series** editions

www.eri-executive-compensation.com - Black-Scholes calculator

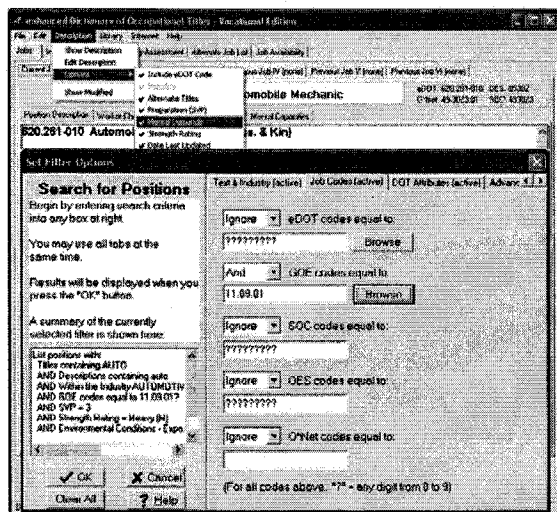
www.eri-nonprofit-salaries.com - Nonprofit analysis program



Free Datasets

- ☐ 2,000 surveys, sources and their URLs
- ☐ Survey sources selected by industry, geographic area, year and position title
- ☐ Proxies/10-Ks/Summary Comp and Financials
- ☐ Derived Comparables
- ☐ U.K. Annual Reports
- ☐ IRS Nonprofit Form 990s
- ☐ HR Tax Codes & Laws
- ☐ Assessor Tutorials
- ☐ Lost Wage Analyses
- ☐ Historic DOT (1991 Edition)
- ☐ U.S. 2000 Census Data
- ☐ U.S. 1996 - 2003 OES Data
- ☐ OES data "for use in 2003" for immigration applications/reporting
- ☐ all ERI Distance Learning courses
- ☐ Course indexes crosswalk to Assessor Series applications

ERI's new enhanced Dictionary of Occupational Titles



Quick Boolean searches for ~100 SCOs and crosswalks are available. See pages 3 - 5 for more details. A note for **Assessor Series** subscribers:

Geographic, Salary and Executive Compensation Assessor regression lines cut through "real salary survey" data and do not use the job analysis/evaluation construct of the eDOT or any other type of job content regression model. eDOT is new, so we have no idea of its predictive capabilities.

2003 Symposiums

eDOT, Job Analyses, Validation & Utilization

ERI has reserved January 20-21 at the Camelback Inn in Scottsdale and August 25-26 at the Banff Springs Hotel in Canada for up to 40 participants. These conferences are for those interested in job analysis, web applications, statistical analyses and presentation case studies (expert witness use of the eDOT). Join ERI researchers in renewing skill sets that have all but disappeared from the "human capital management" arena. To register, go to www.eridlc.com. (HRCI re-certification credit is available.)

NOTES

U. S.

Jan 2003

Geographic Reference Benchmark Positions	Median Salaries
Accountant	46377.
Accounting Clerk	26210.
Administrative Assistant	35365.
Aircraft Mechanic	49326.
Automobile Mechanic	43733.
Bank Teller	19078.
Benefits Analyst	47973.
Biologist	43936.
Bookkeeper	30600.
Bus Driver	27755.
Buyer/Purchasing Agent	49656.
Carpenter (Gen/Maint)	32482.
Cashier	19946.
Chemical Engineer	68094.
Chemical Technician	37218.
Chemist	52863.
Civil Engineer	56066.
Computer Operator	33358.
Computer Programmer	60907.
Computer Programmer Lead	64515.
Construction Worker	30283.
Controller Top Corporate	113842.
Corporate Attorney	79648.
Cost Estimator	44380.
Data Entry Operator	23424.
Dental Assistant	24332.
Dental Hygienist	49180.
Drafter	43220.
Electrical Engineer	69053.
Electrician - Certified	48574.
Electronics Assembler	24596.
Electronics Technician	44841.
Engineering Technician	45330.
Executive Secretary	36505.
File Clerk	20207.
Food Service Worker	17307.
Fork Lift Operator	26345.
Gate Guard	20754.
General Clerk	21644.
General/Institution Cook	23275.
Graphic Designer	41650.
Heavy Truck Driver	31894.
Insurance Claims Adjuster	46509.
Internal Auditor	52460.
Janitor	20263.
Librarian	43504.
Light Truck Driver	25236.
Machine Tool Operator	30157.
Machinery Mechanic	35222.
Machinist General	41386.
Maintenance Helper	23094.
Maintenance Worker	28067.
Market Research Analyst	52724.
Materials Handler	24679.
Mechanical Engineer	64336.
Medical Lab Technician	31633.
Messenger	19660.
Millwright	42396.
Office Manager	46639.
Order Clerk	25047.
Painter/Paperhanger	33345.
Payroll Clerk	27496.
PC Specialist	43322.
Personnel Analyst	45386.
Personnel Clerk	28542.
Pharmacist	80233.
Physical Therapist	52304.
Physician	158569.
Physicist, PhD	81506.
Plumber	41914.
Primary School Teacher	40633.
Production Supervisor	50693.
Property Manager	50170.
Receptionist	21461.
Registered Nurse	48420.
Sales Representative	48981.
Secondary School Teacher	40650.
Secretary	27431.
Secretary to CEO	48561.
Security Guard	26490.
Shipping Clerk	26484.
Stationary Engineer	46998.
Systems Analyst	66146.
Systems Analyst Lead	77618.
Tool & Die Maker	40567.
Warehouse Worker	27433.
Welder	33932.
Word Processor	29945.

(U.S. dollars)

Reference Report Notes

ERI's Geographic Reference Report 2003 was published and released in November 2002. The Reference profiles 298 North American cities, combining key data summaries from ERI's Geographic Assessor, Salary Assessor and Relocation Assessor databases. Salaries for 88 benchmark positions, the cost of living, workforce demographics and other key indicators for 265 U.S. and 33 Canadian cities are reported. This January 2003 newsletter cites the U.S. and Canadian national norm salaries (as of 01/01/2003).

The January Rush

The January 2003 edition of ERI's Platform Library and DLC Wizard CD-ROM, as well as the ERI Update newsletter, are mailed as early as possible each December. Did you know that as a paid 2003 subscriber, all four Assessor Series updates are available for download via the Internet, usually well in advance of the first day of the quarter? Please visit www.eri.com and click "Subscriber Dataset Updates" for more information.

Thursday Morning Conference Calls

Each Thursday morning at 11:00 AM (Eastern Time), ERI hosts a one-hour interactive Conference Call featuring one of the Assessor Series programs. The conference schedule may be viewed at www.eri.com; see Free Analyst Resources.

CONFERENCE CALL SYMPOSIUMS

Below is a list of the conference calls that have been scheduled for the month of December.

Date	Time	Topic	Register Now
12/20/02	9:00 AM - 9:00 AM	Relocation Assessor - Details	REGISTER NOW
12/20/02	9:00 AM - 9:00 AM	Relocation Assessor - Details	REGISTER NOW
12/20/02	9:00 AM - 9:00 AM	Relocation Assessor - Details	REGISTER NOW
12/27/02	9:00 AM - 9:00 AM	Salary Assessor - Details	REGISTER NOW

The first 30 minutes of each FREE Conference is intended to introduce new subscribers to the featured Assessor Series application. The last half of the hour will be as in-depth and as complex as the participants desire.

ERI Distance Learning Center

All courses are free! We have designed this site to assist you in training corporate analysts who are new to compensation.

Canada

Jan 2003

Geographic Reference Benchmark Positions	Median Salaries
Accountant	47640.
Accounting Clerk	29413.
Administrative Assistant	41511.
Aircraft Mechanic	51758.
Automobile Mechanic	48378.
Bank Teller	23488.
Benefits Analyst	50640.
Biologist	46586.
Bookkeeper	33834.
Bus Driver	30544.
Buyer/Purchasing Agent	62881.
Carpenter (Gen/Maint)	39803.
Cashier	20898.
Chemical Engineer	71362.
Chemical Technician	42613.
Chemist	55681.
Civil Engineer	62370.
Computer Operator	37902.
Computer Programmer	61433.
Computer Programmer Lead	63431.
Construction Worker	36243.
Controller Top Corporate	107570.
Corporate Attorney	81887.
Cost Estimator	48569.
Data Entry Operator	26143.
Dental Assistant	29637.
Dental Hygienist	53163.
Drafter	47058.
Electrical Engineer	67049.
Electrician - Certified	48483.
Electronics Assembler	28445.
Electronics Technician	50898.
Engineering Technician	45907.
Executive Secretary	44248.
File Clerk	28426.
Food Service Worker	21682.
Fork Lift Operator	31767.
Gate Guard	23506.
General Clerk	26445.
General/Institution Cook	29350.
Graphic Designer	42490.
Heavy Truck Driver	36283.
Insurance Claims Adjuster	48513.
Internal Auditor	50987.
Janitor	27359.
Librarian	47420.
Light Truck Driver	30324.
Machine Tool Operator	35024.
Machinery Mechanic	41183.
Machinist General	42845.
Maintenance Helper	27107.
Maintenance Worker	33690.
Market Research Analyst	53762.
Materials Handler	28426.
Mechanical Engineer	63990.
Medical Lab Technician	34308.
Messenger	23464.
Millwright	43554.
Office Manager	53883.
Order Clerk	30832.
Painter/Paperhanger	39070.
Payroll Clerk	34130.
PC Specialist	44958.
Personnel Analyst	50555.
Personnel Clerk	33648.
Pharmacist	74331.
Physical Therapist	56604.
Physician	142483.
Physicist, PhD	80044.
Plumber	47090.
Primary School Teacher	46570.
Production Supervisor	58723.
Property Manager	48886.
Receptionist	26818.
Registered Nurse	52444.
Sales Representative	44927.
Secondary School Teacher	48139.
Secretary	30714.
Secretary to CEO	52046.
Security Guard	30420.
Shipping Clerk	31521.
Stationary Engineer	51532.
Systems Analyst	64766.
Systems Analyst Lead	79824.
Tool & Die Maker	46280.
Warehouse Worker	35027.
Welder	36438.
Word Processor	33528.

(Canadian dollars)

New Research



The enhanced Dictionary of

Occupational Titles

Announcing a Ten Year ERI Commitment

eDOT Supplement

The King James version of The Bible references a king in 2 Kings 20:12 ("At the time of King Berodach-baladan son of Baladan of Babylon..."). Some biblical scholars consider this to be a misspelling. The correct spelling is believed to be "*Merodach-baladan*" (also known as *Marduk-apalid-dina*). Regardless of scholarly debates, the misspelling has been retained in the King James version since the 1600s. That same can be said of the U.S. Dictionary of Occupational Titles which is famous for its misspellings and missed job analyses (garden/nursery positions that don't require crawling, plastic surgeons not needing depth perception, etc.) Some argue that the U.S. government created an editing system that led to organizational lockjaw, making change impossible. Others suggest that no one ever had the courage to change mistakes. Whatever the reasons, the DOT has been replaced by O*NET. This section describes the methodology by which ERI is now saving, correcting and changing the old DOT.

ERI's January 2003 **Platform Library** contains an evolving beta edition of ERI's **eDOT**. It will allow users to quickly compare the old DOT against the new. Readers should assume that almost all jobs have changed or will change as to their descriptions, alternative titles, industry classifications and worker characteristics (and spell-checked). The last real edit of the old DOT occurred in 1977, a year when there were no fax machines, no personal computers in offices, no email (this list too is endless). An example: the DOT description for automobile mechanic does not have a task: *work with computer diagnostics*. We have changed that. The new **eDOT** description does contain 'computer diagnostics'; and for those who must "see to believe," all **eDOT** jobs will have a video of the work being performed!

Unlike the old DOT, **eDOT** also contains a record of the "rate of error" for each job characteristic measure. Required by "Daubert" for any use in court (in the U.S.), the rate refers to the standard deviation from the collection of job analysis data at the field audit level. Example: ten Field Auditors measure the same job: 7 state a job requires heavy lifting 2/3 of the time, 2 record 1/3 of the time, 1 reports "none." The Standard Deviation is .70 for a reported measure of 2/3.

$$\begin{aligned} \bar{x} &= [7(3) + 2(2) + 1(1)]/10 = 2.6 \\ n &= 10 \\ s &= [(7(3 - 2.6)^2 + 2(2 - 2.6)^2 + 1(1 - 2.6)^2)/9]^{1/2} \\ s &= [(7(0.4)^2 + 2(-0.6)^2 + 1(-1.6)^2)/9]^{1/2} \\ s &= [(7(0.16) + 2(0.36) + 1(2.56))/9]^{1/2} \\ s &= [(1.12 + 0.72 + 2.56)/9]^{1/2} \\ s &= [4.40/9]^{1/2} \\ s &= [0.4889]^{1/2} \\ s &= 0.6992 \end{aligned}$$

eDOT Courses

Two new courses have been added to the ERI Distance Learning Center (DLC) catalog:

- O*Net, DOT, and the eDOT
- The U.S. Social Security Administration's Historic Use of the DOT in Determining Disability Status

ERI's DLC has been approved for *recertification PHR and SPHR credit hours* through the Human Resource Certification Institute (HRCI) of the Society of Human Resource Management (SHRM). For CPA and CPE credits, search "salary" at www.cpemarket.com, the National Association of State Boards of Accountancy's site.

eDOT Databases Fields

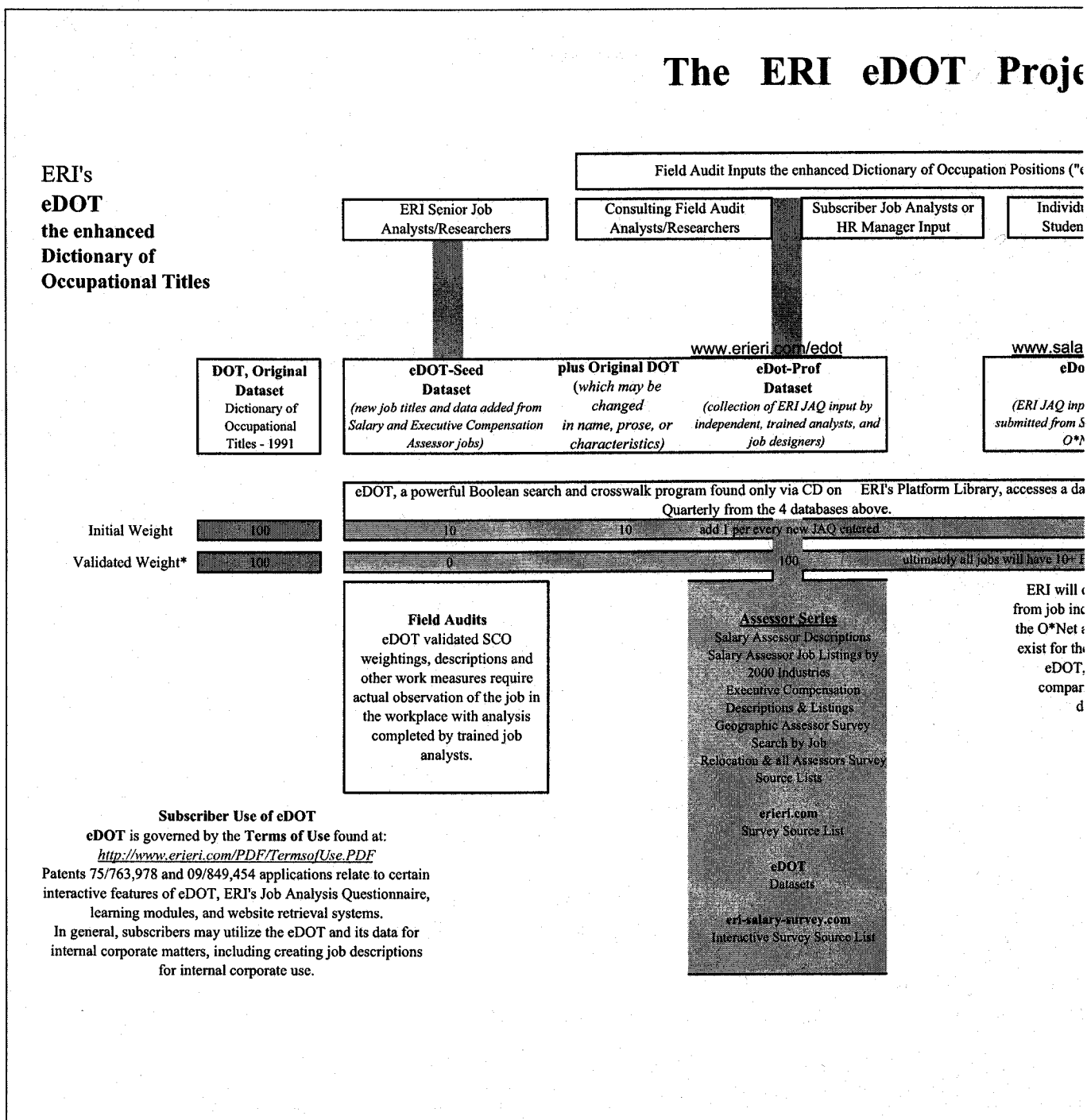
Source Code for Easy Review
Active = 1, Not found in economy = 0
ERI Number - 5 digits
DOT Number - 9 Digits
DOT Job Title
DOT space - use Codes 76-79
4th Digit DOT Code
5th Digit DOT Code
6th Digit DOT Code
Reasoning
Math Code
Language Code
Specific Vocational Preparation
General Learning Ability
Verbal Aptitude
Numeric Aptitude
Spatial Aptitude
Form Perception
Clerical Perception
Motor Coordination
Finger Dexterity
Manual Dexterity
Eye-Hand-Foot Coordination
Color Discrimination
Directing, Controlling, or Planning Activities of Others
Performing Repetitive or Short Cycle Work
Influencing People in Their Opinions, Attitudes, & Judgments
Performing a Variety of Duties
Expressing Personal Feelings
Working Alone or Apart in Physical Isolation from Others
Performing Effectively under Stress
Attaining Precise Set Limits, Tolerances, and Standards
Working under Specific Instructions
Dealing with People
Making Judgments and Decisions
Strength
Climbing
Balancing
Stooping
Kneeling
Crouching
Crawling
Reaching
Handling
Fingering
Feeling
Talking
Hearing
Tasting/Smelling
Near Acuity
Far Acuity
Depth Perception
Accommodation
Color Vision
Field of Vision

Exposure to Weather
Extreme Cold
Extreme Heat
Wet and/or Humid
Noise Intensity Level
Vibration
Atmospheric Conditions
Injury from Moving Parts
Exposure to Electrical Injury
Exposure to Injury from Fall
Exposure to Radiation
Injury from Explosive
Exposure to Toxic Chemical
Other Environmental Conditions
Materials, Products, Subject Matter or Service 01
Materials, Products, Subject Matter or Service 02
Materials, Products, Subject Matter or Service 03
Skill and Experience 01
Skill and Experience 02
Skill and Experience 03
Industry Code 01
Industry Code 02
Industry Code 03
Industry Code 04
Interests
StOccCode-1980
StOccName-1980
Date Last Updated by U.S. Government
Original DOT Duplicate # 3
Occupational Employment Statistics - 5 digits -1994-1997
Standard Occupational Classifications U.S. - 1998
O*Net Occupational Information Network - 2002
Canadian National Occupational Classifications 2000
Unassigned code area
Unassigned code area
Classification of Instructional Programs 2000
US Census Job Code 1990
Classification of Instructional Programs 1990
ERI Code from older dataset
Apprenticeship Information Management System
Office of Personnel Management Occupations
Service Branch
Military Personnel Category
Military Occupation Code Type
Military Occupation Code
ERI 10-90 Functional Areas
UK Standard Occupational Classification 1990
UK Standard Occupational Classification 2000
International Standard Classification of Occupations 1988
International Standard Classification of Occupations 1968
Date eDOT Prose Updated
Date eDOT SCOs Updated
Date Video Posted
Date of Last Field Audit
Number of Field Audits

eDOT

eDOT, Job Analysis and Field Audits

It is reported that one reason the U.S. Government decided to abandon the Dictionary of Occupational Titles was that it became too costly to maintain the believes it possible (although that belief is untested) for it to enhance the DOT and attain the validation that can only be obtained with the use of field job servers; and it has the advantage of both in-house, windows-based and web application developers. Twelve different programming languages are used to the flowchart below, you will notice that at the right, we include www.eri-salary-survey.com and its collection and analyses of available salary surveys. V



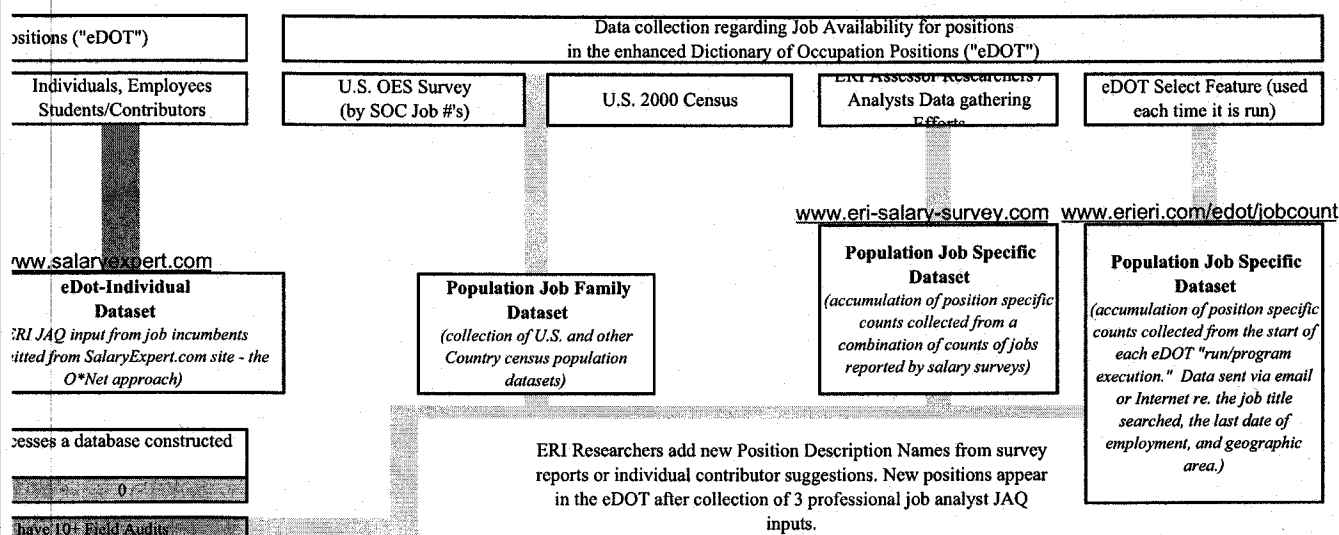
January 2003

Economic Research Institute Update

Project Notes

maintain the field audit staff required to continually review and update job descriptions. (There were other reasons discussed in previous ERI Updates.) ERI field job analysts' actual observation of job performance. Part of this belief is based on the fact that ERI maintains its own file servers and backup used to produce **ERI's Platform Library** each quarter; each involves coordinating programming and research teams. For those interested in reading surveys. We believe this collection of data derives the only known estimate of "incumbents in specific jobs" in the U.S., Canada and U.K.

Project



ERI will collect data inputs
from job incumbents, much like
the O*Net approach. No plans
exist for the use of this data in
eDOT, except for the
comparison of standard
deviations.

Datasets Used/Available at:

eri-salary-survey.com;
salaryexpert.com (under lease
to third-party)
erieri.com;
ERI's Platform Library - eDOT

The above collection of data
elements in the form of the
version, job#, title, date, area
exists
so that ERI can collect the
names of new jobs,
never before reported, and
to solve the problem that
government and private
surveys often do not collect
counts of agricultural,
domestic household and other
lower paid jobs.

Application for Disability and Transferable Skills Assessment

1. Determine the Work Characteristics of the Present Job (at Disability)
2. Identify Present (reduced) Work Abilities
3. Identify Work Characteristics/Skills of Jobs Held in Previous 15 years
4. Identify eDOT Jobs within eDOT within occupational area and industry(ies)
5. Identify among these eDOT jobs those fitting reduced abilities
6. Assess if these jobs are available in either the national or local economy
7. Identify likely employers and contacts where these jobs might exist

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INTERNET INFORMATION

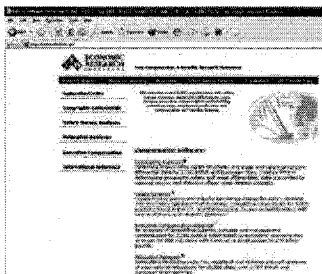
New Web Sites

With the expansion in the breadth and depth of free ERI research datafiles, we have divided our Internet sites into subject specific independent sites. This should allow subscribers to go directly to the subject matter that is of most interest. So, in addition to ERI's home page at www.eri-eri.com and the ERI Distance Learning Center at www.eri-dlc.com, we have created:

www.eri-eri.co.uk

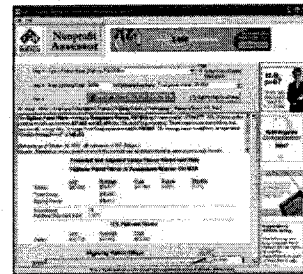
Order British and Eurozone **Geographic and Salary Assessor** editions from this site.

(Belgium has been added for January, joining the U.K. and the Netherlands.) April 2003's edition will include an **Executive Compensation Assessor** (for the U.K. only, Germany and France data will follow). Geographic differentials in the U.K. exceed any of those found in the U.S.



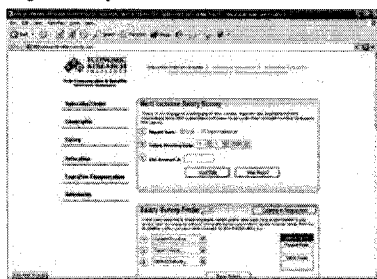
www.eri-nonprofit-salaries.com

This data is provided for charities that would otherwise, because of budget constraints, be unable to access competitive data. Jobs included are those that relate directly to nonprofits. This data may now be accessed for free from **ERI's Platform Library CD-ROM** (go to www.eri-eri.com and select the **Full Demo Download** icon). This application may be run without an Internet connection.



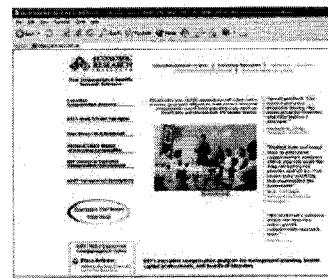
www.eri-salary-survey.com

2003 Salary Increase Plans reported by subscribers have decreased monthly since March of 2002, as business has become more and more conservative. Review merit increase plans for your industry, planning date and geographic region. Data is free to survey participants and **Assessor Series** subscribers.



www.eri-executive-compensation.com

The fallout from Enron, Worldcom and Arthur Andersen's demise is revolutionizing executive compensation. Board and stockholder scrutiny is at an all-time high. The 30-year old fabric of capital accumulation plans appears destroyed. The ERI/WSJ Index (below) for this Quarter illustrates the shift toward direct pay (salaries and annual incentives).



Planned '03 Merit Salary Increases

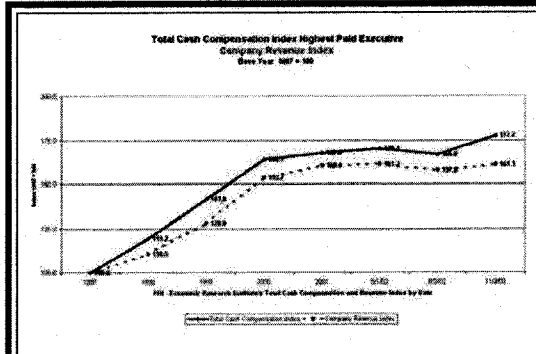
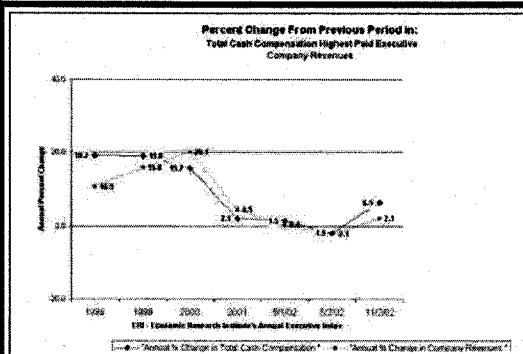
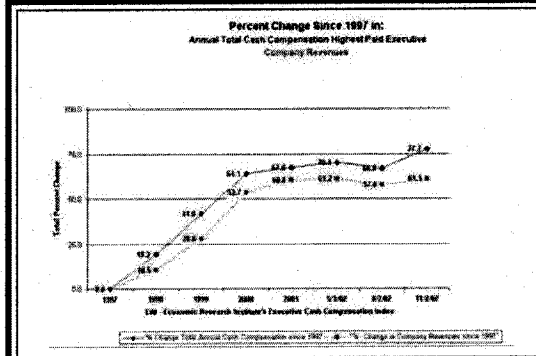
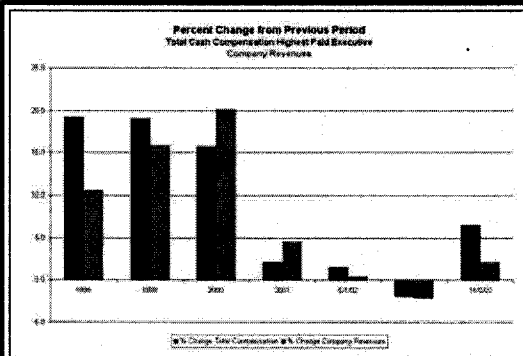
US	
Wage	3.4%
Salary	3.6%
Management	3.8%

Canada	
Wage	2.7%
Salary	2.9%
Management	3.0%

UK	
Wage	3.1%
Salary	3.2%
Management	3.4%

Euro Countries	
Wage	3.4%
Salary	3.5%
Management	3.9%

Data above as of 11/30/02, see www.eri-salary-assessor.com. Values change as data is collected. Each new month of 2003 saw decreasing values.



ERI PRODUCT ORDER SHEET

www.erieri.com
800.627.3697

ASSESSOR SERIES™ software databases (single, annual subscriptions, updated quarterly)

- | | | |
|---|----------------|----------|
| <input type="checkbox"/> Salary Assessor® ERISA | \$ 789. | \$ _____ |
| <input type="checkbox"/> Relocation Assessor® ERIRA | \$ 789. | \$ _____ |
| <input type="checkbox"/> Geographic Assessor® ERIGA | \$ 789. | \$ _____ |
| <input type="checkbox"/> Executive Compensation Assessor™ ERIXA | \$ 2,289. | \$ _____ |
| <input type="checkbox"/> ERI's Platform Library™ and DLC Wizard™ ERIPL | Complimentary. | |
| <input type="checkbox"/> enhanced Dictionary of Occupational Titles (eDOT) 2003 | \$ 389. | \$ _____ |

REFERENCE SERIES Single, annual hard-copy editions

- | | | |
|--|---------|----------|
| <input type="checkbox"/> Geographic Reference Report 2003 | \$ 389. | \$ _____ |
| <input type="checkbox"/> International Reference Report 2003 | \$ 389. | \$ _____ |

PRODUCT SUITE SERIES

- | | | |
|---|--------------------------------|----------|
| <input type="checkbox"/> Full Analyst's Series FAS | Single User License: \$ 1,889. | \$ _____ |
| Annual subscription (four quarterly updates) to ERISA, ERIRA, ERIGA, eDOT | | |
| <input type="checkbox"/> Complete Consultant's Series CCS | Single User License: \$ 2,889. | \$ _____ |
| Annual subscription (four quarterly updates) to ERISA, ERIRA, ERIGA, ERIXA, eDOT | | |
| (for UK/EU editions, see www.erieri.co.uk) | | |

LAN ASSESSOR SUBSCRIPTIONS

- | | |
|---|----------|
| <input type="checkbox"/> Single Local Area Assessor Series Network Subscription with # of users = _____ | \$ _____ |
| Additional 75% for a LAN license. Add 50% for each additional LAN user above 2. | |

DISTANCE LEARNING CENTER All ERI courses are delivered exclusively via the Internet. Courses are free. An administrative fee of \$19 per test is required via a credit card online at www.eridlc.com for those seeking CAC, CPE, CE, PHR, SPHR, or CLE continuing education credit(s).

Subscriber Annual Web-Based Content Access Fee: \$19.50 \$ _____

Subtotal \$ _____

Downloads are
available via the Internet
www.erieri.com

WA and CA add applicable Sales Tax \$ _____
Sales Tax applies only to Reference Series hard-copy reports

TOTAL \$ _____

- ☐ Credit Card below
- ☐ Payment Enclosed

International orders:
Foreign duties and taxes are
the subscriber's responsibility.

Your Name: _____ Title: _____

Organization: _____

Address: _____

Tel: _____ Fax: _____ E-Mail: _____

Credit Card Type: _____ Credit Card #: _____ Exp. Date: _____
(Visa/AmericanExpress/MasterCard)

Purchase Order Number (or Credit Card Signature): _____

8575 - 164th Avenue NE, Suite 100 • Redmond, Washington 98052 USA • tel 800.627.3697 • fax 800.753.4415
www.erieri.com • info@erieri.com • US EIN 33-0356443



INSTALLATION GUIDELINES

(See: INSTALLCD.TXT)

NEW SUBSCRIBERS: ORDER AND INSTALL ERI'S SOFTWARE FROM THE INTERNET

For those who have access to the Internet, all of ERI's software products may be purchased, downloaded and installed from www.eri-ri.com.

1. From ERI's home page click "Subscribe/Order" (left-hand side, top).
2. Complete the required information and follow the instructions to download and install the applications.

ERI's Platform Library & DLC Wizard may also be downloaded and installed from the Internet (at no charge).

1. On the left-hand side of ERI's website click "Full Demo Download"
2. Complete the registration information and download.

CURRENT SUBSCRIBERS: UPDATE ERI'S SOFTWARE FROM CD-ROM

1. Run ERI's Platform Library & DLC Wizard CD-ROM (see related instructions).
2. You will be prompted automatically to update the **Assessor Series** software and databases to the new quarterly release. Follow the instructions as they appear on your screen. **Unless you change PCs during your subscription year, you will not need to re-enter a license code.**

The screenshot shows the ERI website interface. On the left, there's a navigation menu with options like 'Subscribe/Order', 'Geographic', 'Salary', 'Relocation', 'Executive Compensation', and 'References'. A 'Full Demo Download' button is also visible. The main content area features the 'Distance Learning Center' with a list of course categories: 'Getting Started', 'Courses', 'Course Descriptions', 'Textbooks', 'DLC Wizard', 'Policies', and 'Send Feedback'. To the right, there's a section for 'Save Time and Expense by Training Online' with text about CPE credits and a 'View the Demo' link. The ERI logo and contact information are at the top.

CURRENT SUBSCRIBERS: UPDATES FROM THE INTERNET

1. Go to www.eri-ri.com.
2. Click "Subscriber Dataset Updates."
3. Scroll down the screen and click on the **Assessor Series** product you would like to update.
4. Follow the instructions as they appear on your screen to download the update application. Once it has downloaded, you will need to execute this file to install your update.

(Note: It is not necessary to run an installation using a license code each quarter. If you have installed using a license code during the current subscription year at least once, then you should utilize the "automatic update" for all of the following quarters.)

If you are a new subscriber, please click "Install" when prompted. If you are a returning subscriber, please click "Yes" to upgrade when prompted. If you have recently purchased an upgrade to your subscription and need to install using a new license code, go to the main screen and select the **To Install | Install Assessors Using License Code** menu.

HOW TO RUN ERI'S PLATFORM LIBRARY & DLC WIZARD CD-ROM

1. Check the date printed on the front of the CD-ROM to make sure that it is for the most recent quarter.
2. Place the CD-ROM in your CD-ROM drive and shut the drive door.
3. The CD-ROM should auto-run. (Approximately 5 seconds after you close the drive door, the CD-ROM drive light should start to blink and you should hear the CD-ROM running. After another 5 - 10 seconds, you should see ERI's Platform Library.)

If after 30 seconds the CD-ROM does not auto-run, please contact your organization's internal technical support department. Something may be wrong with your CD-ROM drive or the device drivers. Try to run the CD-ROM on another computer or try using the following secondary procedure:

1. Click the Windows Start button, then click Run.
2. Type d:\eri.exe (assuming that d:\ is your CD-ROM drive).
3. Click the OK button.

GENERAL INSTALLATION INFORMATION

ERI's software applications are designed to run on Windows 98, NT, 2000, ME and XP. Each quarter, a CD-ROM is mailed to subscribers from which all software applications may be installed. In addition, all software applications may be downloaded and installed from the Internet. For more information on installation options, please select **Help | Topic Search** from any of ERI's software applications and search for related topics using the keyword "installation," or visit ERI's Online Technical Support at www.eri-ri.com/techsupport/. Better yet, sign up for a Thursday morning one-hour telephone conference symposium at www.eri-ri.com. Call us anytime at (800) 627-3697.

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Exhibit F

**ERI's
Platform Library**
























ABRASIVE MIXER
ABRASIVE SAWYER
ABRASIVE BAND WINDER
ABRASIVE-BLASTING EQUIPMENT
ABRASIVE-COATING-MACHINE
ABRASIVE-GRADER HELPER
ABRASIVE-MIXER HELPER
























Position	Description (font)
	<p>Performs following tasks on b structures.</p> <ul style="list-style-type: none"> • Stands watch at bow or on • Measures depth of water in bridge. • Turns wheel on bridge or (trans.). • Breaks out, rigs, overhauls • Overhauls lifeboats and life • Paints and chips rust on deck • Must hold certificate issued • Government. • When working aboard ves • May stow or remove cargo • May be concerned with on known as Deckhand, Main
	GOF: 05.12.03 STRENGTH

GOF: 051203 STRENGTH

☐ Show Modified (if available)[illegible]

	ClaimantInfo.Prt	1 KB	PRT File	9/11/2002 3:39 AM	Files Currently on the CD
	CommLimit.Prt	1 KB	PRT File	9/11/2002 3:39 AM	Files Currently on the CD
	commontopics.CNT	1 KB	CNT File	9/14/2002 6:30 AM	Files Currently on the CD
	COMMONTOPICS.HELP	1,992 KB	Help File	9/14/2002 6:30 AM	Files Currently on the CD
	ED0T.DES	9,335 KB	DES File	9/11/2002 12:22 PM	Files Currently on the CD
	ED0T.DOT	46 KB	Microsoft Word Template	9/11/2002 12:22 PM	Files Currently on the CD
	ED0t.exe	1,568 KB	Application	9/20/2002 12:39 PM	Files Currently on the CD
	ED0T.GED	10 KB	GED File	9/11/2002 12:22 PM	Files Currently on the CD
	ED0T.IND	3 KB	IND File	9/11/2002 12:22 PM	Files Currently on the CD
	ED0T.POS	1,686 KB	POS File	9/11/2002 12:22 PM	Files Currently on the CD
	edotHelp.CNT	1 KB	CNT File	9/16/2002 11:05 AM	Files Currently on the CD
	ED0THelp.HELP	796 KB	Help File	9/16/2002 11:05 AM	Files Currently on the CD
	EnvironLimit.Prt	2 KB	PRT File	9/11/2002 3:39 AM	Files Currently on the CD
	Erisa.cnt	1 KB	CNT File	10/1/2002 5:00 AM	Files Currently on the CD
	Erisa.cty	171 KB	CTY File	6/14/2002 1:24 PM	Files Currently on the CD
	Erisa.loc	84 KB	LOC File	6/14/2002 1:29 PM	Files Currently on the CD
	erisadot.idx	2 KB	IDX File	8/18/1997 1:04 PM	Files Currently on the CD
	erisadot.out	28 KB	OUT File	8/18/1997 1:04 PM	Files Currently on the CD
	ErisaW/in.cty	24 KB	CRY File	8/9/2002 12:23 PM	Files Currently on the CD
	erisawin.int	111 KB	INT File	7/22/2002 9:17 AM	Files Currently on the CD
	ErisaW/in.Pba	773 KB	PBA File	6/15/2002 8:01 AM	Files Currently on the CD

Application Data

 Cookies
 Desktop
 Favorites
 Local Settings
 My Documents
 My Recent Documents
 NetHood
 PrintHood
 SendTo
 Start Menu
 Clients
 My Computer
 My Computer
 C_DRIVE (C:)
 ERIPL_1002E (D:)
 sub
 edot
 HtmlFiles
 nperisa_fil
 nprimel_n
 nprimid_1
 nprimr_file
 nprimr_files



ERI's Platform Library

October 2002
AAAShowMe Company
Demo Data

enhanced Dictionary of Occupational Titles - Vocational Edition

File Edit Description Library Internet Help

Jobs

Individual's Data Preliminary Assessment Alternate Job List Job Availability

Current Job (none) Previous Job II (none) Previous Job III (none) Previous Job IV (none) Previous Job V (none) Previous Job VI (none)

(no job entered)

Position Description Worker Characteristics Physical Capacities Mental Capacities

No job has been entered.
To enter a new job, simply begin typing.

Area: Arealabel
Name: NameLabel

Data as of: November 30, 2001 Organization

Data that Affects Career Assessments

Industry: IndNameLabel
Codes: IndCodesLabel

of Employees: SizeLabel
Questionnaire

ERISA File

public

the Data

☐ Enter New Position

Search String

Filter Options

OK

Cancel

☐ Use Filter (23,325 positions displayed)

Select A Position

Position Title	edOT Code	SOC Code	OES Code	O*Net Code
ADMINISTRATIVE ASSISTANT, SPECIAL	084.167-014	119032	15005	11-9032.00
ADMINISTRATIVE CLERK	219.362-010	439061	55347	43-9061.00
ADMINISTRATIVE SECRETARY	169.167-014	436011	21999	43-6011.00
ADMINISTRATIVE SERVICES MANAGER	169.117-004	113011	13014	11-3011.00
ADMINISTRATIVE VICE PRESIDENT	189.117-076	111021	19005	11-1021.00
ADMINISTRATOR COLLEGE	090.117-019	119033	15005	11-9033.00
ADMINISTRATOR CONTRACT	162.117-014	113061	13014	11-3061.00
ADMINISTRATOR SCHOOL (PRIMARY/HIG	099.117-013	119032	15005	11-9032.00
ADMINISTRATOR WEB	031.262-210	151071	25199	15-1071.00
ADMINISTRATOR, SOCIAL WELFARE	195.117-010	119151	19999	11-9151.00
ADMINISTRATOR, TQM	189.137-047	113051	81008	11-3051.00

Position Description (original)

Directs and coordinates special education programs in public school systems, public agencies, and state institutions to teach students with mental or physical disabilities.

- Formulates policies and procedures for new or revised programs or activities, such as screening, placement, education, and training of students.
- Evaluates special education programs to ensure that objectives for student education are met.
- Interprets laws, rules, and regulations to students, parents, and staff.
- Recruits, selects, and evaluates staff.
- Prepares budget and solicits funds to provide financial support for programs.
- Prepares reports for federal, state, and local regulatory agencies.
- May contract with agencies for needed services, such as residential care.
- May administer achievement tests to measure student level of performance.

GOE: 11.07.03 STRENGTH: S GED: R6 M5 L5 SVP: 8

☐ Show Modified (if available)

Edit Description

Enter New Position

Search String

LAW

Filter Options

Use Filter (23,325 positions displayed)

OK

Cancel

Select A Position

Position Title	EDOT Code	SOC Code	DES Code	O*Net Code
LAW LIBRARIAN	100.167-026	254021	31502	25-4021.00
LAW REPORTER	202.362-010	232091	55302	23-2091.00
LAWN-SERVICE WORKER	408.684-010	373011	79041	37-3011.00
LAWN-SPRINKLER INSTALLER	869.684-030	472061	87899	47-2061.00
LAWYER PATENT	110.117-026	231011	28108	23-1011.00
LAWYER PRACTICING	110.107-010	231011	28108	23-1011.00
LAWYER, ADMIRALTY	110.117-018	231011	28108	23-1011.00
LAWYER, CRIMINAL	110.107-014	231011	28108	23-1011.00
LAWYER, PROBATE	110.117-030	231011	28108	23-1011.00
LAWYER, REAL ESTATE	110.117-034	231011	28108	23-1011.00
LAY OUT WORKER	600.281-018	514192	89117	51-4192.00

Position Description (original)

Specializes in patent law.

- Advises clients, such as inventors, investors, and manufacturers, concerning patentability of inventions, infringement of patents, validity of patents, and similar items.
- Prepares applications for patents and presents applications to Patent Office.
- Prosecutes or defends clients in patent infringement litigations.
- May specialize in protecting trademarks and copyrights in foreign countries.

GOE: 11.04.02 STRENGTH: S GED: R6 M4 L6 SVP: 8

Show Modified (if available)

Edit Description

eDOT: 110-117-026 DES: 28108
O*Net: 23-1011.00 SOC: 231011**Lawyer Patent****110-117-026 Lawyer Patent (Profess. & Kin)****Alternate Titles**

Attorney Patent; Patent Attorney

Overview

Specializes in patent law.

Functions

Advises clients, such as inventors, investors, and manufacturers, concerning patentability of inventions, infringement of patents, validity of patents, and similar items.

Prepares applications for patents and presents applications to Patent Office.

Prosecutes or defends clients in patent infringement litigations.

May specialize in protecting trademarks and copyrights in foreign countries.

Specific Vocational Preparation (SVP): Level (8)

Over 4 years up to and including 10 years

Mental Demands - Reasoning: Level (6)

Apply principles of logical or scientific thinking to a wide range of intellectual and practical problems. Deal with nonverbal symbolism (formulas, scientific equations, graphs, musical notes, etc.) in its most difficult phases. Deal with a variety of abstract and concrete variables. Comprehend the most abstruse classes of concepts.

Mental Demands - Mathematics: Level (4)**Algebra:** Deal with system of real numbers; linear, quadratic, rational, exponential, logarithmic, angle and circular functions, and inverse functions; related algebraic solution of equations and inequalities; limits and continuity, and probability and statistical inference.**Geometry:** Deductive axiomatic geometry, plane and solid; and rectangular coordinates.**Shop Math:** Practical application of fractions, percentages, ratio and proportion, mensuration, logarithms, slide rule, practical algebra, geometric construction, and essentials of trigonometry.**Mental Demands - Language: Level (6)****Reading:** Read literature, book and play reviews, scientific and technical journals, abstracts, financial reports, and legal documents.**Writing:** Write novels, plays, editorials, journals, speeches, manuals, critiques, poetry, and songs.**Speaking:** Conversant in the theory, principles, and methods of effective and persuasive speaking, voice and diction, phonetics and discussion and debate.**Data that Affects Career Assessments**Area: AreaLabel
Name: NameLabelIndustry: IndNameLabel
Codes: IndCodeLabel# of Employees: SizeLabel
Questionnaire

Data as of: November 30, 2001 Organization:

ERISA File:

EDOT: 110.117-026 DES: 28108
O'Net: 23-1011.00 SOC: 231011

Lawyer Patent

PHYSICAL RESIDUAL FUNCTIONAL CAPACITY ASSESSMENT

EXERTIONAL LIMITATIONS

☐ None Established (Proceed to the next Physical Limitation Measure)

1. Occasionally lift and/or carry (including upward pulling)
(maximum) - when less than one-third of the time or less than 10 pounds, explain the amount (time/pounds) in item 6

- ☐ less than 10 pounds
☐ 10 pounds
☐ 20 pounds
☐ 50 pounds
☐ 100 pounds or more

2. Frequently lift and/or carry (including upward pulling)
(maximum) - when less than two-thirds of the time or less than 10 pounds, explain the amount (time/pounds) in item 6

- ☐ less than 10 pounds
☐ 10 pounds
☐ 25 pounds
☐ 50 pounds or more

3. Stand and/or walk (with normal breaks) for a total of -

- ☐ less than 2 hours in an 8-hour workday
☐ at least 2 hours in an 8-hour workday
☐ about 6 hours in an 8-hour workday
☐ about 6 hours in an 8-hour workday
☐ medically required hand-held assistive device is necessary for ambulation

4. Sit (with normal breaks) for a total of

- ☐ less than about 6 hours in an 8-hour workday
☐ about 6 hours in an 8-hour workday
☐ must periodically alternate sitting and standing to relieve pain or discomfort (if checked, explain in item 6)

5. Push and/or pull (including operation of hand and/or foot controls) -

- ☐ unlimited, other than as shown for lift and/or carry

Data that Affects Career Assessments

Area: Area Label
Name: Name Label

Industry: Industry Label
Codes: Code Label

of Employees: Size Label
Questionnaire

eDOT: 110.117-026 DES: 28108
O*Net: 23-1011.00 SOC: 231011

Lawyer Patent

Position Description Worker Characteristics Physical Capacities Mental Capacities
 Exertional Limitations Postural Limitations Manipulative Limitations Communicative Limitations Visual Limitations Environmental Limitations

PHYSICAL RESIDUAL FUNCTIONAL CAPACITY ASSESSMENT

POSTURAL LIMITATIONS

☐ None Established (Proceed to the next Physical Limitation Measure)

Enter a rating using the following scale:

1. Frequently
2. Occasionally
3. Never

1. Climbing - ramp/stairs or ladder/rope/scaffolds
2. Balancing
3. Stopping
4. Kneeling
5. Crouching
6. Crawling

7. When less than two-thirds of the time for frequently or less than one-third for occasionally, fully describe and explain.

Also, explain how and why the evidence supports a conclusion in items 1 through 6. Cite the specific facts upon which the conclusions are based.

Data that Affects Career Assessments

of Employees: SizeLabel
 Questionnaire

Industry: IndNameLabel
 Codes: IndCodeLabel

Data as of: November 30, 2001 Organization: ERISA File

DOT 110.117.026 OES 28108
DNet 23-1011.00 SOC 23-1011

Lawyer Patent

PHYSICAL RESIDUAL FUNCTIONAL CAPACITY ASSESSMENT

MANIPULATIVE LIMITATIONS

☐ None Established (Proceed to the next Physical Limitation Measure)

Limited Unlimited

- ☐ 1. Reaching all directions (including overhead)
- ☐ 2. Handling (gross manipulation)
- ☐ 3. Fingering (fine manipulation)
- ☐ 4. Feeling (skin receptors)

5. Describe how the activities checked "limited" are impaired. Also, explain how and why the evidence supports conclusions in items 1 through 4. Cite the specific facts upon which conclusions are based.

Data that Affects Career Assessments

of Employees: SizeLabel
Questionnaire

Industry: IndNameLabel
Codes: IndCodesLabel

Area: AreaLabel
Name: NameLabel

Date as of: November 30, 2001 Organization: ERI/SA File

Lawyer Patent

eDOT: 110117-026 OES: 28108
O*Net: 23-1011.00 SOC: 231011

PHYSICAL RESIDUAL FUNCTIONAL CAPACITY ASSESSMENT

COMMUNICATIVE LIMITATIONS

☐ None Established (Proceed to the next Physical Limitation Measure)

Limited Unlimited

- ☐ 1. Hearing
☐ 2. Speaking

3. Describe how the faculties checked "limited" are impaired. Also, explain how and why the evidence supports conclusions in items 1 and 2. Cite the specific facts upon which conclusions are based.

Data that Affects Career Assessments

Area: Arealabel
Name: NameLabel
Industry: IndNameLabel
Codes: IndCodeLabel
of Employees: SizeLabel
Questionnaire

Date as of: November 30, 2001 Organization: ERISA File

Current Job Previous Job II (none) Previous Job III (none) Previous Job IV (none) Previous Job V (none) Previous Job VI (none)

edOT: 110.117-026 OES: 28108
O*Net 23-1011.00 SOC 231011

Lawyer Patent

Position Description Worker Characteristics Physical Capacities Mental Capacities
Exertional Limitations Postural Limitations Manipulative Limitations Communicative Limitations Visual Limitations Environmental Limitations

PHYSICAL RESIDUAL FUNCTIONAL CAPACITY ASSESSMENT

VISUAL LIMITATIONS

☐ None Established (Proceed to the next Physical Limitation Measure)

Limited Unlimited

- | | | |
|--------------------------|--------------------------|---------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | 1. Near acuity |
| <input type="checkbox"/> | <input type="checkbox"/> | 2. Far acuity |
| <input type="checkbox"/> | <input type="checkbox"/> | 3. Depth perception |
| <input type="checkbox"/> | <input type="checkbox"/> | 4. Accommodation |
| <input type="checkbox"/> | <input type="checkbox"/> | 5. Color vision |
| <input type="checkbox"/> | <input type="checkbox"/> | 6. Field of vision |

7. Describe how the faculties checked "limited" are impaired. Also, explain how and why the evidence supports conclusions in items 1 through 6. Cite the specific facts upon which conclusions are based.

Data that Affects Career Assessments

of Employees: SizeLabel
Questionnaire

Industry: IndNameLabel
Codes: IndCodeLabel

Area: AreaLabel
Name: NameLabel

Data as of: November 30, 2001 Organization: EHISA File:

adOT: 110.117-026 OES: 28108
O-NET: 23-1011.00 SOC: 231011

Lawyer Patent

PHYSICAL RESIDUAL FUNCTIONAL CAPACITY ASSESSMENT

ENVIRONMENTAL LIMITATIONS

☐ None Established

Enter a rating using the following scale:

1. Unlimited
2. Avoid Concentrated Exposure
3. Avoid even Moderate Exposure
4. Avoid all Exposure

1. Extreme cold
2. Extreme heat
3. Wetness
4. Humidity
5. Noise
6. Vibration
7. Fumes, odors, dusts, gases, poor ventilation, etc.
8. Hazards (machinery, heights, etc.)

9. Describe how these environmental factors impair activities and identify hazards to be avoided. Also, explain how and why the evidence supports conclusions in items 1 through 8. Cite the specific facts upon which conclusions are based.

Data that Affects Career Assessments

of Employees: Size Label
Questionnaire

Industry: IndName Label
Codes: IndCodes Label

Area: Area Label
Name: Name Label

Date as of: November 30, 2001 Organization: ERISA File

EDOT: 110.117-026 DES: 28108
O*Net 23-1011.00 SOC 231011

Lawyer Patent

MENTAL RESIDUAL FUNCTIONAL CAPACITY ASSESSMENT

Enter a rating using the following scale:

1. Not Significantly Limited
2. Moderately Limited
3. Markedly Limited
4. No Evidence of Limitation in this Category
5. Not Rateable on Available Evidence (inadequate documentation or evidence descriptions required)

UNDERSTANDING AND MEMORY

1. The ability to remember locations and work-like procedures
2. The ability to understand and remember very short and simple instructions
3. The ability to understand and remember detailed instructions

SUSTAINED CONCENTRATION AND PERSISTENCE

4. The ability to carry out very short and simple instructions
5. The ability to carry out detailed instructions
6. The ability to maintain attention and concentration for extended periods
7. The ability to perform activities within a schedule, maintain regular attendance, and be punctual within customary tolerances
8. The ability to sustain an ordinary routine without special supervision
9. The ability to work in coordination with or proximity to others without being distracted by them
10. The ability to make simple work-related decisions
11. The ability to complete a normal workday and workweek without interruptions from psychologically based symptoms and to perform at a consistent pace without an unreasonable number and length of rest periods.

SOCIAL INTERACTION

12. The ability to interact appropriately with the general public
13. The ability to ask simple questions or request assistance

Data that Affects Career Assessments

Area: Area Label: Industry: IndName Label: # of Employees: Size Label: Questionnaire

Codes: IndCode Label

Data as of: November 30, 2001 Organization: ERISA File:

Exhibit G

ERI's Platform Library

with Assessor Series Applications

October 2002

also containing:
DLC Wizard
Salary Assessor
Relocation Assessor
Geographic Assessor
Executive Compensation Assessor
enhanced Dictionary of
Occupational Titles



ERI Subscriber Service
(800) 627-3697

Subscribers: This CD contains compressed 10/2002 quarterly updates to ERI's
Geographic Assessor, Salary Assessor, Executive Compensation Assessor,
and Relocation Assessor programs and datasets. See the full ERI
Platform Library for more details.

Non-Subscribers: This CD contains Assessor Series demonstration programs.
To install the full datasets, call (800) 627-3697 to obtain an enabling
code for an annual subscription.

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Exhibit H

Name	Size	Type	Date Modified
Data		File Folder	11/8/2007 11:52 AM
_NativeFiles		File Folder	11/8/2007 11:52 AM
Fuses		File Folder	11/8/2007 11:52 AM
Images		File Folder	11/8/2007 11:52 AM
Layouts		File Folder	11/8/2007 11:52 AM
Application.cfm	1 KB	Macromedia HomeSite+ File	2/7/2002 11:25 PM
fbx_Grouits.cfm	2 KB	Macromedia HomeSite+ File	8/15/2002 11:18 PM
fbx_fusebox30_CF40.cfm	22 KB	Macromedia HomeSite+ File	2/7/2002 11:26 PM
fbx_fusebox30_CF45.cfm	21 KB	Macromedia HomeSite+ File	2/7/2002 11:26 PM
fbx_fusebox30_CF50.cfm	21 KB	Macromedia HomeSite+ File	2/7/2002 11:26 PM
fbx_Layouts.cfm	1 KB	Macromedia HomeSite+ File	2/7/2002 11:26 PM
fbx_savecontent.cfm	1 KB	Macromedia HomeSite+ File	2/7/2002 11:26 PM
fbx_Settings.cfm	3 KB	Macromedia HomeSite+ File	8/15/2002 11:16 PM
fbx_Switch.cfm	15 KB	Macromedia HomeSite+ File	8/16/2002 10:19 PM
index.cfm	2 KB	Macromedia HomeSite+ File	2/7/2002 11:26 PM

- ERI
- Archive
- BU_Surveys
- Designs
- erieri.com_19c
- BU_021002_erieri
- Copy of erieri.com
- _Jorders
- _Data
- _derived
- _NativeFiles
- _notes
- _private
- _vt_cnf
- _vt_pvt
- 404ErrorHandl
- AdManager
- Admin
- adsystem
- Affinitylinks
- Articles
- AssessorTutor
- CFIDE
- Circuit_Temple
- ConferenceCa
- CSS
- CustomTags
- Demos
- Demos_AP
- DLC
- DOL_Trends
- Downloads
- edot
- _Data
- _NativeFile
- Fuses
- CCS
- JS
- Templ
- Images
- Layouts
- ERISalarySurv
- Errors
- FreeData
- Fuses

Exhibit I


```

<!---
<fusedoc fuse="FBX_Switch.cfm">
    <responsibilities>
        This file contains the cfswitch statement that handles the
        fuseaction, delegating work to various fuses.
    </responsibilities>
    <io>
        <string name="fusebox.fuseaction" />
        <string name="fusebox.circuit" />
    </io>
</fusedoc>
--->
<!--- SAMPLE FUSEACTION:
    <cfcase value="FuseAction???">
        <cfset PopUp="Yes??? or No???"> // If displaying page in popup
window, select YES
        <cfset Page_topmargin="20">
        <cfset Page_leftmargin="20">
        <cfset Page_marginheight="20">
        <cfset Page_marginwidth="20">
        <cfset VARIABLES.DisplayTemplate="Design1_LeftNav"> // Defines the
preferred template
        <cfset DspAdsPos1="No"> // Turns ON/OFF advertising by ad
position/zone
        <cfset DspAdsPos2="No">
        <cfset DspAdsPos3="No">
        <cfset DspAdsPos4="No">
        <cfset VARIABLES.PageTitle=":: ??? ::">
        <cfset VARIABLES.Description="???">
        <cfset VARIABLES.Keywords="???">
        <cfset XFA.ExitingFuseAction??? = "circuitname.fuseaction???">
    </cfcase>
--->
<!--- If module mode is not "Normal", perform actions based upon specified mode
--->
    <cfif VARIABLES.ModuleMode is not "Normal">
        <cfset fusebox.fuseaction="ModuleModeActions">
    </cfif>
<cfoutput>
    <cfswitch expression = "#fusebox.fuseaction#">
        <!--- eDOT Main Page --->
            <cfcase value="Main">
                <!---This will be the value returned if someone types in
"circuitname.", omitting the actual fuseaction request--->
                <!--- Display Settings --->

                <!--- Default VARIABLES --->

                <!--- Meta Tags Settings --->
                <cfset VARIABLES.PageTitle="">
                <cfset VARIABLES.Description="">
                <cfset VARIABLES.Keywords="">
                <!--- Display Output --->

            </cfcase>

        <!--- STEP 1: eDOT Questionnaire --->

```

```

        <cfcase value="Questionnaire">
            <!--- Default VARIABLES --->
            <cfset XFA.SubmitForm =
"eDOT.WorkingConditionsPhysicalRequirements">
                <cfparam name="CLIENT.Step1" default="Incomplete">
                <cfparam name="CLIENT.Step2" default="Incomplete">
                <cfparam name="CLIENT.Step3" default="Incomplete">
                <cfparam name="CLIENT.Step4" default="Incomplete">
                <cfparam name="CLIENT.Step5" default="Incomplete">
                <cfparam name="CLIENT.Step6" default="Incomplete">
                <cfparam name="CLIENT.Step7" default="Incomplete">
                <cfparam name="CLIENT.Step8" default="Incomplete">
            <!--- Meta Tags Settings --->
            <cfset VARIABLES.PageTitle="Step 1: Profile">
            <cfset VARIABLES.Description="eDOT Questionnaire">
            <cfset VARIABLES.Keywords="eDOT, Questionnaire,
eDOT Questionnaire">
            <!--- Display Output --->
            <cfinclude template="Fuses/Dsp_Form_Profile.cfm">
        </cfcase>

        <!--- STEP 2: eDOT Questionnaire --->
        <cfcase value="WorkingConditionsPhysicalRequirements">
            <!--- Validate Step 1 Form Inputs --->
            <cfinclude
template="Fuses/Act_ServerSideFormValidation_Step1.cfm">
            <cfif VARIABLES.ErrorsReported EQ 0>
                <!--- Default VARIABLES --->
                <cfset XFA.SubmitForm =
"eDOT.EnvironmentalConditions">
                    <cfset CLIENT.Step1="Complete">
                    <cfparam name="CLIENT.Step2"
default="Incomplete">
                    <cfparam name="CLIENT.Step3"
default="Incomplete">
                    <cfparam name="CLIENT.Step4"
default="Incomplete">
                    <cfparam name="CLIENT.Step5"
default="Incomplete">
                    <cfparam name="CLIENT.Step6"
default="Incomplete">
                    <cfparam name="CLIENT.Step7"
default="Incomplete">
                    <cfparam name="CLIENT.Step8"
default="Incomplete">

                    <!--- Meta Tags Settings --->
                    <cfset VARIABLES.PageTitle="Step 2: Working
Conditions & Physical Requirements">
                    <cfset VARIABLES.Description="eDOT
Questionnaire">
                    <cfset VARIABLES.Keywords="eDOT,
Questionnaire, eDOT Questionnaire">
                    <!--- Display Output --->
                    <cfinclude
template="Fuses/Dsp_Form_WorkingConditions.cfm">
                    </cfif>

```

```

        </cfcase>

        <!-- STEP 3: eDOT Questionnaire --->
        <cfcase value="EnvironmentalConditions">
            <!-- Validate Step 2 Form Inputs --->
            <cfinclude
template="Fuses/Act_ServerSideFormValidation_Step2.cfm">
            <cfif VARIABLES.ErrorsReported EQ 0>

                <!-- Default VARIABLES --->
                <cfset XFA.SubmitForm =
"eDOT.EducationalBackgroundExperienceTraining">
                <cfparam name="CLIENT.Step1"
default="Incomplete">

                <cfset CLIENT.Step2="Complete">
                <cfparam name="CLIENT.Step3"
default="Incomplete">

                <cfparam name="CLIENT.Step4"
default="Incomplete">

                <cfparam name="CLIENT.Step5"
default="Incomplete">

                <cfparam name="CLIENT.Step6"
default="Incomplete">

                <cfparam name="CLIENT.Step7"
default="Incomplete">

                <cfparam name="CLIENT.Step8"
default="Incomplete">

            <!-- Meta Tags Settings --->
            <cfset VARIABLES.PageTitle="Step 3:
Environmental Conditions">
            <cfset VARIABLES.Description="eDOT
Questionnaire">
            <cfset VARIABLES.Keywords="eDOT,
Questionnaire, eDOT Questionnaire">
            <!-- Display Output --->
            <cfinclude
template="Fuses/Dsp_Form_EnvironmentalConditions.cfm">
            </cfif>
        </cfcase>

        <!-- STEP 4: eDOT Questionnaire --->
        <cfcase value="EducationalBackgroundExperienceTraining">
            <!-- Validate Step 3 Form Inputs --->
            <cfinclude
template="Fuses/Act_ServerSideFormValidation_Step3.cfm">
            <cfif VARIABLES.ErrorsReported EQ 0>

                <!-- Default VARIABLES --->
                <cfset XFA.SubmitForm =
"eDOT.HandlingDealingDataInformation">
                <cfparam name="CLIENT.Step1"
default="Incomplete">

                <cfparam name="CLIENT.Step2"
default="Incomplete">

                <cfset CLIENT.Step3="Complete">

```

```

default="Incomplete">
default="Incomplete">
default="Incomplete">
default="Incomplete">
default="Incomplete">

<!-- Meta Tags Settings --->
<cfset VARIABLES.PageTitle="Step 4:
Educational Background, Experience, & Training">
<cfset VARIABLES.Description="eDOT
Questionnaire">
<cfset VARIABLES.Keywords="eDOT,
Questionnaire, eDOT Questionnaire">
<!-- Display Output --->
<cfinclude
template="Fuses/Dsp_Form_EducationalBackgroundExperienceTraining.cfm">
</cfif>
</cfcase>

<!-- STEP 5: eDOT Questionnaire --->
<cfcase value="HandlingDealingDataInformation">
<!-- Validate Step 4 Form Inputs --->
<cfinclude
template="Fuses/Act_ServerSideFormValidation_Step4.cfm">
<cfif VARIABLES.ErrorsReported EQ 0>

<!-- Default VARIABLES --->
<cfset XFA.SubmitForm =

"eDOT.DealingPeople">
default="Incomplete">
default="Incomplete">
default="Incomplete">
default="Incomplete">
default="Incomplete">
default="Incomplete">
default="Incomplete">
default="Incomplete">
default="Incomplete">

<cfparam name="CLIENT.Step1"
<cfparam name="CLIENT.Step2"
<cfparam name="CLIENT.Step3"
<cfset CLIENT.Step4="Complete">
<cfparam name="CLIENT.Step5"
<cfparam name="CLIENT.Step6"
<cfparam name="CLIENT.Step7"
<cfparam name="CLIENT.Step8"

<!-- Meta Tags Settings --->
<cfset VARIABLES.PageTitle="Step 5: Handling
& Dealing with Data & Information">
<cfset VARIABLES.Description="eDOT
Questionnaire">
<cfset VARIABLES.Keywords="eDOT,
Questionnaire, eDOT Questionnaire">

```

```

        <!-- Display Output --->
        <cfinclude
template="Fuses/Dsp_Form_HandlingDataInformation.cfm">
        </cfif>
    </cfcase>

    <!-- STEP 6: eDOT Questionnaire --->
    <cfcase value="DealingPeople">
        <!-- Validate Step 5 Form Inputs --->
        <cfinclude
template="Fuses/Act_ServerSideFormValidation_Step5.cfm">
        <cfif VARIABLES.ErrorsReported EQ 0>

            <!-- Default VARIABLES --->
            <cfset XFA.SubmitForm =
"eDOT.DealingMachinesEquipmentMaterials">
            <cfparam name="CLIENT.Step1"
default="Incomplete">
            <cfparam name="CLIENT.Step2"
default="Incomplete">
            <cfparam name="CLIENT.Step3"
default="Incomplete">
            <cfparam name="CLIENT.Step4"
default="Incomplete">
            <cfset CLIENT.Step5="Complete">
            <cfparam name="CLIENT.Step6"
default="Incomplete">
            <cfparam name="CLIENT.Step7"
default="Incomplete">
            <cfparam name="CLIENT.Step8"
default="Incomplete">

            <!-- Meta Tags Settings --->
            <cfset VARIABLES.PageTitle="Step 6: Dealing
with People">
            <cfset VARIABLES.Description="eDOT
Questionnaire">
            <cfset VARIABLES.Keywords="eDOT,
Questionnaire, eDOT Questionnaire">
            <!-- Display Output --->
            <cfinclude
template="Fuses/Dsp_Form_DealingPeople.cfm">
            </cfif>
        </cfcase>

    <!-- STEP 7: eDOT Questionnaire --->
    <cfcase value="DealingMachinesEquipmentMaterials">
        <!-- Validate Step 6 Form Inputs --->
        <cfinclude
template="Fuses/Act_ServerSideFormValidation_Step6.cfm">
        <cfif VARIABLES.ErrorsReported EQ 0>

            <!-- Default VARIABLES --->
            <cfset XFA.SubmitForm =
"eDOT.DealingAdaptingJobSituations">
            <cfparam name="CLIENT.Step1"
default="Incomplete">

```

```

default="Incomplete">
default="Incomplete">
default="Incomplete">
default="Incomplete">
default="Incomplete">
default="Incomplete">

<!-- Meta Tags Settings --->
<cfset VARIABLES.PageTitle="Step 7: Dealing
with Machines, Equipment, & Materials">
<cfset VARIABLES.Description="eDOT
Questionnaire">
<cfset VARIABLES.Keywords="eDOT,
Questionnaire, eDOT Questionnaire">
<!-- Display Output --->
<cfinclude
template="Fuses/Dsp_Form_DealingMachinesEquipmentMaterials.cfm">
</cfif>
</cfcase>

<!-- STEP 8: eDOT Questionnaire --->
<cfcase value="DealingAdaptingJobSituations">
<!-- Validate Step 7 Form Inputs --->
<cfinclude
template="Fuses/Act_ServerSideFormValidation_Step7.cfm">
<cfif VARIABLES.ErrorsReported EQ 0>

<!-- Default VARIABLES --->
<cfset XFA.SubmitForm =
"eDOT.ProcessEdotQuestionnaire">
<cfparam name="CLIENT.Step1"
default="Incomplete">
<cfparam name="CLIENT.Step2"
default="Incomplete">
<cfparam name="CLIENT.Step3"
default="Incomplete">
<cfparam name="CLIENT.Step4"
default="Incomplete">
<cfparam name="CLIENT.Step5"
default="Incomplete">
<cfparam name="CLIENT.Step6"
default="Incomplete">
<cfset CLIENT.Step7="Complete">
<cfparam name="CLIENT.Step8"
default="Incomplete">

<!-- Meta Tags Settings --->
<cfset VARIABLES.PageTitle="Step 8: Dealing
with and Adapting to Job Situations">

```

```

Questionnaire">
    <cfset VARIABLES.Description="eDOT
Questionnaire, eDOT Questionnaire">
    <!-- Display Output --->
    <cfinclude
template="Fuses/Dsp_Form_DealingAdaptingJobSituations.cfm">
    </cfif>
    </cfcase>

    <!-- Process eDOT Questionnaire --->
    <cfcase value="ProcessEdotQuestionnaire">
        <!-- Validate Step 8 Form Inputs --->
        <cfinclude
template="Fuses/Act_ServerSideFormValidation_Step8.cfm">
        <cfif VARIABLES.ErrorsReported EQ 0>

            <!-- Default VARIABLES --->
            <cfparam name="CLIENT.Step1"
default="Incomplete">
            <cfparam name="CLIENT.Step2"
default="Incomplete">
            <cfparam name="CLIENT.Step3"
default="Incomplete">
            <cfparam name="CLIENT.Step4"
default="Incomplete">
            <cfparam name="CLIENT.Step5"
default="Incomplete">
            <cfparam name="CLIENT.Step6"
default="Incomplete">
            <cfparam name="CLIENT.Step7"
default="Incomplete">
            <cfset CLIENT.Step8="Complete">
        <!-- Meta Tags Settings --->
        <cfset VARIABLES.PageTitle="Processing eDOT
Questionnaire Inputs...">
        <cfset VARIABLES.Description="eDOT
Questionnaire">
        <cfset VARIABLES.Keywords="eDOT,
Questionnaire, eDOT Questionnaire">
        <!-- Process Form Inputs --->

        <!-- Display Output --->
        <span class="largest"><b>Thank
You</b></span>

        <br><br>
        Your questionnaire inputs were recorded.

    </cfif>
    </cfcase>

    <!-- ::::::::::: Administrative Functions ::::::::::: --->
    <!-- Administrative Homepage --->
    <cfcase value="Admin">

    </cfcase>

```

```

<!-- Allow User to Add/Edit ??? -->
    <cfcase value="AddEdit???">
        <!-- Default VARIABLES --->
        <cfset XFA.SubmitForm =
"MktgTracker.ProcessForm_AddEdit???">
        <!-- Set Default Form Variables --->
        <cfinclude
template="Fuses/Act_SetFormValues_AddEdit???.cfm">
        <!-- Meta Tags Settings --->
        <cfset VARIABLES.PageTitle="Add/Edit ???">
        <!-- Display Output --->
        <!-- Nav Header --->
        <cfinclude
template="Fuses/Dsp_AdminNavigationHeader.cfm">
        <!-- Form Inputs --->
        <cfinclude
template="Fuses/Dsp_Form_AddEdit_???.cfm">
    </cfcase>

    <!-- Process Form: AddEdit??? -->
    <cfcase value="ProcessForm_AddEdit???">
        <!-- Meta Tags Settings --->
        <cfset VARIABLES.PageTitle="Processing Form...">
        <!-- Display Output --->
        <cfinclude
template="Fuses/Dsp_AdminNavigationHeader.cfm">
        <!-- Validate Form Input: Server-Side --->
        <cfinclude
template="Fuses/Act_ServerSideFormValidation_AddEdit???.cfm">
        <cfif VARIABLES.ErrorsReported EQ 0>
            <!-- Process Form Inputs --->
            <cfinclude
template="Fuses/Act_ProcessForm_AddEdit???.cfm">
            <!-- Display confirmation message to user --->
            #VARIABLES.DisplayMessage#
        </cfif>
    </cfcase>

    <!-- View ??? -->
    <cfcase value="View???">
        <!-- Meta Tags Settings --->
        <cfset VARIABLES.PageTitle="???">
        <!-- Get ??? --->
        <cfinclude template="Fuses/Qry_Get???.cfm">
        <!-- Display Output --->
        <!-- Display Navigation Header --->
        <cfinclude
template="Fuses/Dsp_AdminNavigationHeader.cfm">
        <!-- Display ??? List --->
        <cfinclude template="Fuses/Dsp_???.cfm">
    </cfcase>

    <!-- Delete ??? -->
    <cfcase value="Delete???">
        <!-- Delete ??? --->
        <cfinclude template="Fuses/Act_Delete_???.cfm">
    </cfcase>

```



```

        <!-- Display Navigation Header --->
        <cfinclude
template="Fuses/Dsp_AdminNavigationHeader.cfm">
        <!-- Display Confirmation Message to User --->
        <cfinclude
template="Fuses/Dsp_???DeletionConfirmation.cfm">
        </cfcase>

        <!-- Help --->
        <cfcase value="Help">

        </cfcase>

        <!-- Action(s) to take based upon module mode --->
        <cfcase value="ModuleModeActions">
            <cfif VARIABLES.ModuleMode is "Maintenance">
                #VARIABLES.ModuleModeMsg#
            </cfif>
        </cfcase>

        <cfdefaultcase>
            <cflocation
url="#VARIABLES.SELF??FuseAction=#VARIABLES.DefaultFuseAction#">
        </cfdefaultcase>

    </cfswitch>
</cfoutput>

```

Exhibit J

Fuses									
File Edit View Favorites Tools Help									
Back Forward Stop Search Folders									
Address Fuses									
Go									
Name	Type	Packed	Has	Size	Rate	Date			
DCS	File Folder	0 KB		0 KB	0%	10/29/2008 3:22 PM			
JS	File Folder	0 KB		0 KB	0%	10/29/2008 3:22 PM			
Templates	File Folder	0 KB		0 KB	0%	10/29/2008 3:22 PM			
Act_ClientTimeout.cfm	CFM File	1 KB	No	2 KB	57%	8/17/2002 8:47 AM			
Act_EmbedFormFields.cfm	CFM File	1 KB	No	1 KB	55%	8/16/2002 2:28 PM			
Act_ServerSideFormValidation_Step1.cfm	CFM File	1 KB	No	2 KB	60%	8/16/2002 2:43 PM			
Act_ServerSideFormValidation_Step2.cfm	CFM File	1 KB	No	2 KB	60%	8/16/2002 5:02 PM			
Act_ServerSideFormValidation_Step3.cfm	CFM File	1 KB	No	2 KB	60%	8/16/2002 5:25 PM			
Act_ServerSideFormValidation_Step4.cfm	CFM File	1 KB	No	2 KB	60%	8/16/2002 7:58 PM			
Act_ServerSideFormValidation_Step5.cfm	CFM File	1 KB	No	2 KB	60%	8/16/2002 8:20 PM			
Act_ServerSideFormValidation_Step6.cfm	CFM File	1 KB	No	2 KB	60%	8/16/2002 9:41 PM			
Act_ServerSideFormValidation_Step7.cfm	CFM File	1 KB	No	2 KB	60%	8/16/2002 9:51 PM			
Act_ServerSideFormValidation_Step8.cfm	CFM File	1 KB	No	2 KB	60%	8/16/2002 10:17 PM			
App_Errors.cfm	CFM File	1 KB	No	2 KB	83%	2/7/2002 11:26 PM			
Application.cfm	CFM File	1 KB	No	1 KB	24%	2/7/2002 11:26 PM			
AppScope_Default.cfm	CFM File	1 KB	No	1 KB	38%	7/5/2002 8:22 PM			
Dsp_Form_DealingAdaptingJobSituations.cfm	CFM File	30 KB	No	30 KB	86%	8/16/2002 10:17 PM			
Dsp_Form_DealingMachinesEquipmentMaterials.cfm	CFM File	3 KB	No	8 KB	72%	8/16/2002 9:50 PM			
Dsp_Form_DealingPeople.cfm	CFM File	3 KB	No	8 KB	70%	8/16/2002 9:45 PM			
Dsp_Form_EducationalBackgroundExperienceTraining.cfm	CFM File	8 KB	No	41 KB	81%	8/17/2002 9:52 AM			
Dsp_Form_EnvironmentalConditions.cfm	CFM File	3 KB	No	18 KB	89%	8/16/2002 10:23 PM			
Dsp_Form_HandlingDataInformation.cfm	CFM File	3 KB	No	13 KB	81%	8/16/2002 8:20 PM			
Dsp_Form_Profile.cfm	CFM File	2 KB	No	9 KB	86%	8/16/2002 10:23 PM			
Dsp_Form_WorkingConditions.cfm	CFM File	6 KB	No	52 KB	89%	8/16/2002 10:24 PM			
GlobalCode.cfm	CFM File	2 KB	No	9 KB	80%	7/26/2002 5:53 PM			
LocalCode.cfm	CFM File	1 KB	No	2 KB	66%	8/17/2002 8:17 AM			

DEALING WITH AND ADAPTING TO JOB SITUATIONS

What would be the impact on the performance of essential functions and activities of this job if:

#VARIABLES.QuestionNumber#. **Coordinating the work of others** - If an individual **does not** have the temperament or ability to coordinate the work of others? (committee chairperson, head of a volunteers, social director, responsible for others peoples work but does not have supervisory authority, etc.)

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)
- ☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Supervising the work of others** - If an individual **does not** have the temperament and skill to supervise the work of others? (directs, controls or plan activities of others - i.e. section heads, supervisors, foreman, manager, etc.)

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)
- ☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Performing Repetitive work** - If an individual **does not** have the temperament or ability to perform repetitive uninvolved tasks over and over again as prescribed? (feeding stock into a processing machine, sorting mail into mail rack pigeon holes, etc.)

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)

Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Performing Variety of work** - If an individual **does not** have the temperament or ability to deal with a variety of duties which may be in two or more fields? (plans itinerary for tour groups, arranges for transportation, food, lodging, activities, customs clearances, tour guides, travel agenda; registers hotel guests, assigns rooms, receives and sorts mail, transmits messages, answers telephone inquiries, keep records of guest accounts, computes bills, collect payment. etc.)

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)
- ☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Influencing People and Selling** - If an individual **does not** have the temperament or ability to influence people in their opinions, attitudes, and judgments? (involves writing, demonstrating, or speaking to persuade and motivate people. Selling a product to a customer; writing advertisements to sell a product; conduct safety meetings to assure compliance with safety regulations)

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)
- ☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Dealing with People** - If an individual **does not** have the temperament or ability to get along with people and control one's behavior? (interpersonal relationships typified by: interviewing job applicants; receiving caller at office, determining nature of business, and directs callers to destination; counsels parolees having difficulty in readjusting to community after release from prison; police officer explaining laws and regulations to citizens, customer

service agent in a complaint department; etc.)

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)
- ☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Accepting Criticism** - If an individual is **not able** to accept instructions and respond appropriately to criticism from supervisors?

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)
- ☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Unpleasant/Strained Situations** - If an individual is **not able** to deal with unpleasant/strained situations? (some types of police work, some types of paramedic or ambulance work, certain mental patients, enforcing an unpopular policy, dealing with disagreeable people)

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)
- ☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Frustrating Situations** - If an individual is **not able** to deal with frustrating situations? (situations which would become frustrating because attempts to do something might be hindered by things beyond your control or situations which have a high failure to success ratio, such as a real estate salesman, car salesman, etc.)

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)

Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Invention and Artistic Creativity** - If an individual **does not** have the temperament or ability to reflect original ideas in inventing, acting, writing, painting, composing, playing musical instruments, sculpting, etc.? (writer for television shows, creating and teaching original dances for ballet, creating new computer games, conceiving and developing ideas for painting, etc.)

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)
- ☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Working Alone in Isolated Locations** - If an individual **does not** have the temperament or ability to work in an environment which regularly precluded face-to-face communications due to distances involved? (fire lookout station, diver working below water for extended periods, remote weather station, line patroller, individual long haul truck driver, etc.)

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)
- ☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Responsibility for Safety** - If an individual **does not** have the temperament or ability to cope with circumstances dangerous to the individual and/or other? (firefighters assisting people in a burning building, policeman, air traffic controller, repairing electrical transmission lines, test pilot, race car driver, etc.)

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)

Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **High Precision Work** - If an individual **does not** have the temperament or ability to adhere to exact precise and exact standards and/or dimensions? (weighs, measures, mixes drugs and other medical compounds; air traffic controller; examining parachutes for flaws in material.; heart surgeon; precision machinist; verify and balance financial records; etc.)

- ☒ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)
- ☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Judging Uncertainties** - If an individual **does not** have the temperament or ability to deal with uncertain situations where success depends upon judgments and/or educated guesses? (appraising real estate property to determine value, a stock analyst estimate of future value of a stock, making a decision among candidates for vacancy for president of a company; selecting a physician for heart surgery, selecting newspaper stories for an edition based on significances, available space, and underwriting policies, etc.)

- ☒ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)
- ☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Distractions** - If an individual is **not able** to deal distractions or interruptions on the job? (type of jobs where the distraction interrupts what the individual is doing and breaks their train of thought where the individual is required to go back and start the activity over again because of the interruption or distraction)

- ☒ None or Incidental

Limited (up to 1/3 of activities)

☐ Moderate (up to 2/3 of activities)

☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Written Communications** - If an individual is **not** able to communicate through written communications? (writing letters, reports, articles, materials for publication and distribution)

☐ None or Incidental

☐ Limited (up to 1/3 of activities)

☐ Moderate (up to 2/3 of activities)

☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Short Term Memory** - Some information has only to be remembered for a short period of time and then can be forgotten such as a telephone operator remembering a telephone number or a short order cook remembering a food order.

What impact would it have if you were to have difficulties remembering similar information which only has to be recalled for a brief period of time?

☐ None or Incidental

☐ Limited (up to 1/3 of activities)

☐ Moderate (up to 2/3 of activities)

☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Long Term Memory** - If you were to have difficulties in **learning and remembering** information, locations, work procedures and/or instructions for periods longer than 30 days?

☐ None or Incidental

☐ Limited (up to 1/3 of activities)

☐ Moderate (up to 2/3 of activities)

☐ Large (over 2/3 of activities)

Subm. Questionnaire
